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LEGEND

A.F. of L.	American Federation of Labour	HD
CCCL	Canadian and Catholic Confederation of Labour	8101
C.C. of L.	Canadian Congress of Labour	A3
CIO	Congress of Industrial Organizations	v. 46
CMA	Canadian Manufacturers' Association	no. 1-6
CVT	Canadian Vocational Training	cop. 2
D.B. of S.	Dominion Bureau of Statistics	
ILO	International Labour Office; International Labour Organization	
NLRB	National Labour Relations Board	
NES	National Employment Service	
NSS	National Selective Service	
NWLB	National War Labour Board	
RTB	Railway Transportation Brotherhoods	
TLC	Trades and Labour Congress (of Canada)	
TUC	Trades Union Congress (British)	
UAW	United Automobile, Aircraft and Agricultural Implement Workers of America	
UIC	Unemployment Insurance Commission	
UNESCO	United Nations Educational, Scientific and Cultural Organization	
UNO	United Nations Organization	
URWA	United Rubber Workers of America	
WBTP	Wartime Bureau of Technical Personnel	
WLRB	Wartime Labour Relations Board (National)	
WLRR	Wartime Labour Relations Regulations	
WPTB	Wartime Prices and Trade Board	

SUPPLEMENTS

- Canadian Vocational Training—Annual Report for 1945-46 (June, 1946).
- Recommendations of Unemployment Insurance Advisory Committee with Respect to Amendments in Benefit and Contribution Rates.
- Report of the Canadian Government Delegates to the Third Conference of American States, Members of the International Labour Organization.
- Report of the Canadian Government Delegates to the Twenty-Eighth (Maritime) Session of the International Labour Conference, Seattle, June 6-29, 1946.
- Report of the Canadian Government Delegates to the Twenty-Ninth Session of the International Labour Conference, Montreal, September 19 to October 9, 1946.
- Wages and Hours of Labour in Canada, 1944 (October, 1946).

ERRATUM

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- Canadian Pacific Railway Company, Farnham, and employees (clerks in Superintendent's office), 1221, 1558 (representation vote), 1744 (certification).
- Canadian Pacific Railway Company, Medicine Hat, and employees, 1419, 1558 (representation vote).
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- Canadian Pacific Railway Company, Moose Jaw, and employees (lunch counter and dining room), 607, 751 (certification).
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- Canadian Pacific Railway Company, Nelson, and employees (clerks in Superintendent's office), 1221.
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- Canadian Transport Company, Limited, Vancouver, and employees, 462.
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- Central Broadcasting System, Prince Albert, and employees, 1419.
- Century Coal Company, Midland, and employees, 758 (agreement reached, case withdrawn).
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- Chrysler Corporation of Canada, Limited, Windsor, and employees, 615-19 (report of Board and minority report).
- City Chevrolet Sales Company, Limited, Hamilton, and employees, 753, 1055 (agreement reached).
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- Coleman's Packing Company, Limited, London, and employees, 310 (agreement reached).
- Colonial Coach Lines, Limited, Montreal, and employees (operating and maintenance departments), 607, 751.
- Colonial Steamship Company, Limited, Port Colborne, 1051.
- J. H. Connor and Son, Limited, Ottawa, and employees (Local 641), 310, 468 (Board established), 615, 772 (report of Board).
- Consumers' Co-operative Refineries Limited, Regina, and employees, 176 (agreement reached).
- Cornwallis Inn Hotel (C.P.R.), Kentville, and employees, 1559.
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- Cosmos Imperial Mills, Limited, Hamilton, and employees, 175, 176 (Board established), 468, 759-63 (report of Board and minority report).

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- Cosmos Imperial Mills Limited (Cosmos Division), Yarmouth, and employees, 1559 (appeal dismissed), 1750 (reasons for judgment).
- C. W. Cox, Limited, Port Arthur, and employees, 1051.
- Cranbrook Cartage and Transfer Company, Cranbrook, and employees, 177, 491 (report of Board).
- Cyclo Chief Limited, Montreal, and employees, 902, 1219 (certification).
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- James Davidson's Sons, Ottawa, and employees (Local 6), 468, 758 (agreement reached).
- Davie Shipbuilding and Repairing Company, Lauzon, and employees, 1222, 1425 (agreement reached).
- Dominion Atlantic Railway Company, Kentville, and employees (checkers, freight handlers, etc.), 1221, 1558 (representation vote), 1744 (certification).
- Dominion Glass Company, Limited, Wallaceburg, and Glass Bottle Blowers' Association of the United States and Canada, and employees, 1560 (reasons for judgment).
- Dominion Magnesium Limited, Haley, and employees (Local 828), 310, 468 (agreement reached).
- Dominion Wheel and Foundries Limited, Toronto, and employees, 1752 (agreement reached).
- Dominion Wheel and Foundries, Limited, St. Boniface, and employees, 175, 310 (agreement reached).
- Donnell and Mudge Limited, New Toronto, and employees, 1222, 1425 (Board established), 1563, 1763 (report of Board).
- Dowell's Pacific Transfer and Cartage Company, Limited, Victoria, and employees, 614, 773.
- John Duff and Sons, Limited, Hamilton, and employees, 1752.
- Duplicate Canada Limited, Oshawa, and employees, 1424, 1562 (agreement reached).
- John East Iron Works, Limited, Saskatoon, and employees, 40 (Board established), 311, 620-21 (report of Board and minority report).
- East Malartic Mines, Malartic, and employees, 906, 1425 (Board established), 1572.
- Eastern Coal Company, Limited, Saint John, and employees, 1425 (agreement reached).
- Eaton-Wilcox Limited, Windsor, and employees, 613 (Board established), 753, 1072-75 (report of Board and minority report).
- W. C. Edwards Company, Limited, Ottawa, and employees, 1054, 1426, 1753-57 (report of Board and minority report).
- eight decorating firms: T. Bonner, J. H. Pullen, H. L. MacGowan and Son Limited, Lynch and Henderson, A. E. Ritchie, L. E. Pratt and Company, H. A. Garnet, A. J. Mallett, and employees, 613 (agreement reached).

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- Eldorado Mining and Refining (1944) Limited, and employees (Port Hope Refinery Workers' Union), 1055 (agreement reached).
- Eldorado Mining and Refining (1944) Limited, Port Radium, N.W.T., and employees, 607, 1418 (application rejected).
- Empire Stevedoring Company, Limited, Vancouver, and employees (Local 501, scalers, washers, cleaners, etc.) 1051.
- Empire Stevedoring Company, Limited, Vancouver, and employees (Local 507, grain liners, scalers, washers, etc.) 751, 1219; Fähralloy (Canada) Limited, Orillia and Welland, and employees, 1419, 1561 (reasons for judgment).
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- Firestone Textiles Limited, Woodstock, and employees, 176 (agreement reached).
- certain fishing vessels operating out of Halifax and Lunenburg, and employees, 303, 305-9 (reasons for judgment).
- five motor companies (Carter Motors, Limited, Western Canada Motors Limited, Inman Motors Limited, Wright Motors Limited, Leonard and McLaughlin Motors Limited), Winnipeg, and employees, 1562 (agreement reached).
- Foot Transit Company, Limited, Toronto, and employees, 1051, 1558 (application withdrawn).
- Foothills Collieries Limited, Foothills, and employees, 1419.
- Ford Motor Company of Canada, Limited, Windsor, and employees, 608, 610 (reasons for judgment).
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- La France Textiles Limited, Woodstock, and employees, 1052.
- Frost Steel and Wire Company, Limited, Hamilton, and employees, 176.
- Garment Manufacturers Association of Western Canada, Winnipeg, and employees, 1562 (agreement reached).
- Gayport Shipping Limited, Toronto, and employees, 1745.
- Gelling Engineering Limited, Welland; and employees, 1424, 1752 (Board established).
- General Motors Products of Canada (Truck Retail Branch) Toronto, and employees (Local 1), 310, 468 (Board established), 614, 1564-67 (report of Board).
- General Steel Wares, Limited (Toronto and London plants), and employees, 175.
- Giant Yellowknife Gold Mines Limited, Yellowknife, N.W.T., and employees, 1221, 1558 (application withdrawn).
- W. F. Gibson and Sons, Vancouver, and employees, 39, 302 (certification).
- Gibson Brothers - (Rock Realty Investments Limited), Toronto, and employees, 758, 907 (Board established), 1055, 1227-29 (report of Board).
- Giles, Rice and Peters, Limited, Toronto, and employees (Local 1), 310, 468 (Board established), 614, 1564-67 (report of Board).

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- Goderich Elevator and Transit Company, Limited, Goderich, and employees (grain trimmers), 607, 751 (certification).
- Goderich Manufacturing Company, Goderich, and employees, 44 (report of Board).
- Grand Trunk Pacific Development Company, Limited, Prince Rupert, 758 (agreement reached, case withdrawn).
- Great Northern Railway Company, Vancouver, and employees, 39, 174 (application withdrawn).
- Greater Winnipeg Taxicab Owners' Association, Moore's Taxi and subsidiaries, and employees, 1054, 1055 (agreement reached).
- Grey Goose Bus Lines, Limited, Winnipeg, and employees, 613 (Board established), 1234-36 (report of Board).
- Gulf and Lake Navigation Company, Limited, Montreal, and employees, 1051, 1220 (representation vote), 1417 (certification), 1423 (reasons for judgment).
- Gulf of Georgia Towing Company, Limited, Vancouver, and employees, 174 (application rejected).
- Hall Corporation of Canada, Montreal, and employees, 1051, 1558 (application withdrawn).
- Hamilton Cotton, Limited, Hamilton, and employees, 175, 468-69, 764 (report of Board).
- John T. Hepburn Company, Limited, Toronto, and employees (Locals 3353 and 3358), 468 (agreement reached).
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THE LABOUR GAZETTE

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Notes of Current Interest

New Year's message of Minister of Labour

In a New Year's greeting to the citizens of Canada, Hon. Humphrey Mitchell, Minister of Labour said: "It is my pleasant duty and privilege to extend at this festive season the appreciation of the Department of Labour of Canada to all the citizens of Canada whether employer or employee.

"It is with deep thankfulness that I can do this, at a time free from the trials and sacrifices of war, yet so vivid in the minds of all of us; and at a time too, when we as a nation stand upon the threshold of what I firmly believe will be the era of our greatest development.

"We have learned many things in the past several years. We have learned that teamwork, nationally and internationally, was the prime requisite for victory. It is with this thought in mind that I would urge the two partners—management and labour—to retain the lesson learned and apply it to peaceful, adept and rapid development. There can be no greater disaster befall us now than disharmony in the ranks of the workers and inability on the part of employer and employee to work together to achieve mutual benefit. To aid in preventing this, the Government has provided carefully selected machinery which both labour and management can use when they find it difficult to arrive at local understanding of those objects which it might be the desire of either party to secure at any given time. We must, as good citizens, realize that enterprise on the part of the employer

cannot be allowed to become exploitation; neither can the aspirations of labour be allowed to become a weapon to obtain power inimical to the well-being of all.

"I am confident that with the advent of the New Year, there will be a clearer perception of that which lies ahead, if we are to obtain the best in the coming year. You may be assured that this Department will be striving in every possible way to help secure those benefits we so much desire.

"I wish again to convey many thanks to all those citizens who have so loyally assisted us in the past year and to express my sincere hope that the New Year will bring much happiness."

New Year's messages of labour leaders

Canadian labour leaders in their New Year's messages sketched in outline labour's peacetime ideals and objectives.

Mr. Percy R. Bengough, President of the Trades and Labour Congress of Canada, declared that "the war years have conclusively demonstrated that there are no problems of production in Canada . . . Canada is a country in which all citizens able to work can have full employment with a standard of living allowing for good and comfortable homes and happy lives with efficient treatment for sickness and full protection for the aged." He urged the enactment of legislation to establish jobs and security for Canadians in peacetime, "with the same ingenuity and dispatch used to successfully prosecute the war."

He stressed the "urgent need of immediately commencing public welfare works of sufficient proportions to re-establish the returning personnel from the armed services, and those formerly in the production army, in gainful employment."

Mr. A. R. Mosher, President, Canadian Congress of Labour expressed his confidence in the future of Canada. "We believe," he said, "that of all the countries in the world, Canada has the greatest room for development and the greatest possibilities of per capita production." He declared that Canada has room for a much larger population and that the country has emerged from the war "vastly richer than ever before in machinery of production, in skilled manpower, and in knowledge of manufacturing techniques." He urged that nothing be allowed to stand in the way of the highest human happiness and well-being. "If there are prejudices, interests, traditions, customs, policies of any kind or nature whatsoever which prevent us from attaining the utmost economic and social welfare, they must be ruthlessly discarded," he maintained.

"The year 1946," he affirmed, "may well be known in Canada as the year in which a start was made in the war against poverty, ill-will and selfishness, against human misery and distress in every form, against all the evils which have beset humanity from the beginning of time."

Mr. Alfred Charpentier, President of the Canadian and Catholic Confederation of Labour, declared that with the conclusion of the military conflict the world is entering a conflict of ideas and ideals. He made a plea for a spirit of union and a Christian philosophy as the most effective instruments in bringing about social and moral regeneration. This, he held, was essential to economic progress. He declared that organized workers particularly had grave responsibilities in the matter of education, in labour-management agreements and as citizens.

**Enforcement
of Reinstatement
in Civil
Employment Act**

Commenting upon a recent conviction registered in a Winnipeg police court under the Reinstatement in Civil Employment Act, Arthur MacNamara, Deputy Minister of Labour, stated on December 31 that this follows from the first prosecution found necessary where an employer had failed to reinstate an ex-member of the Armed Services in his former employment.

"The fact that this is the first prosecution under this Act," he declared, "speaks volumes for the admirable manner in which Canadian employers have complied with the law. Tens of thousands of men and women have been

given back their old jobs under the conditions set forth in the statute, and when at this late date one can say that only a single prosecution has been found necessary, it is needless to say more to indicate how well employers have observed both the spirit and the letter of the Act."

**Employment
and industrial
statistics**

The main statistics indicative of trends in industrial activity in Canada during the last quarter of 1945 are given in the table on page 3 together with comparable data for 1944. As shown in this table, the index of industrial employment published by the Dominion Bureau of Statistics has risen slightly, being 171.1 at the beginning of November, thus reversing the downward trend in employment evident since the beginning of the year. A fractional increase in the monthly index of wholesale prices was accompanied by a slight advance in the Bureau's cost-of-living index which registered 120.1 points at December 1. On the other hand, the index of the physical volume of business declined 4.6 points to stand at 189.9 for November. Although most of the components of this index indicated a lowered volume of production, the distribution index advanced 13.0 points during the month.

Employment and earnings.—An upward trend was evident in industrial employment at the beginning of November when the unadjusted index stood at 171.1, compared with 168.7 at October 1. This is only the second monthly advance recorded during 1945 as the trend, except at July 1, has been downward since the beginning of the year. An expansion in employment during October is contra-seasonal according to pre-war experience, although annual increases have been recorded at November 1 since 1939. Corresponding indexes of industrial employment at November 1 during the war years were as follows: 1944, 183.8; 1943, 188.7; 1942, 183.3; 1941, 167.6; 1940, 139.2; 1939, 123.6.

The advance in the employment index at November 1 from the month previous was due to an improvement in the non-manufacturing industries, particularly logging where 21,700 men had been taken on. Mining, communications, transportation, construction, and trade also reported an expanded personnel. These advances were offset by further curtailment in manufacturing, mainly in iron and steel and vegetable food factories, from which 8,743 and 6,741 workers respectively were released during the month. There were also decreases in non-ferrous metals, chemicals, and lumber.

The 15,562 establishments reporting showed a total working force of 1,750,215 at Novem-

STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

NOTE.—Official statistics except where noted. Much of the statistical data in this table, with an analysis, are included in the *Monthly Review of Business Statistics* issued by the Dominion Bureau of Statistics.

Classification	1945			1944		
	December	November	October	December	November	October
Employment—						
Index ¹		171.1	168.7	185.7	183.8	183.3
Applications for employment ² No.		10,083	9,754	6,823	9,554	8,791
Vacancies notified ² No.		6,897	8,189	6,506	8,547	9,357
Placements effected ² No.		4,725	5,076	4,649	6,518	6,202
Unemployment insurance claims						
No.		53,325	36,717	13,770	11,798	6,222
Unemployment in trade unions p.c.			1.4			0.3
Earnings and Hours—						
Index, aggregate weekly payrolls ³		139.3	137.8	152.1	151.0	151.0
Per capita weekly earnings... \$		31.97	32.08	32.19	32.29	32.36
Average hourly earnings..... c.		67.6	67.8	70.5	70.3	
Average hours worked per week.....		44.9	44.7	46.3	46.3	
Prices—						
Wholesale index ¹		103.1	102.9	102.5	102.4	102.3
Cost-of-living index ⁴	120.1	119.9	119.7	118.5	118.9	118.6
Physical Volume of Business—						
General index ⁴		189.9	194.5	233.0	227.9	225.0
Industrial production ⁴		197.7	210.8	256.0	255.4	259.7
Mineral production.....		130.6	132.9	189.3	191.7	208.9
Manufacturing.....		211.0	231.9	283.7	284.7	285.8
Construction.....		201.2	142.2	121.0	89.5	109.2
Electric power.....		139.7	144.8	144.7	148.5	152.4
Distribution ⁴		173.7	160.7	185.5	171.1	162.4
Carloadings.....		138.2	129.1	143.6	140.8	125.4
Tons carried, freight.....		156.2	144.5	183.3	164.0	139.7
Imports.....		158.8	154.0	180.1	159.3	184.3
Exports.....		218.2	211.2	268.6	289.7	290.1
Retail sales, unadjusted.....		213.0	203.8	237.1	190.4	182.3
Retail sales, adjusted ⁵		200.6	189.7	172.7	181.8	174.4
Wholesale sales.....		221.5	236.8	170.8	195.3	202.6
Other Business Indicators—						
Common stocks, index ¹	†113.3	107.2	104.2	86.6	86.0	86.2
Preferred stocks, index ¹		145.0	142.5	129.3	128.8	126.7
Bond yields, Dominion, index ⁴	†91.8	93.9	94.4	96.9	97.0	97.0
Trade, external, excluding gold \$		383,669,000	367,300,000	397,366,000	459,090,000	478,500,000
Imports, excluding gold..... \$		142,409,000	134,404,000	127,217,000	141,617,000	160,050,000
Exports, excluding gold..... \$	234,826,000	238,637,000	227,901,000	266,879,000	312,491,000	313,962,000
Bank debits to individual accounts..... \$		8,580,689,000	5,749,151,000	5,063,009,000	6,671,201,000	4,931,879,000
Bank notes in circulation ⁶ \$		1,007,400,000	902,600,000	902,600,000	913,500,000	913,500,000
Bank deposits in savings..... \$		2,991,624,000	2,422,963,000	2,422,963,000	2,343,141,000	2,488,931,000
Bank loans, commercial, etc..... \$		978,652,000	1,182,188,000	1,182,188,000	1,231,088,000	953,691,000
Railways—						
Car loadings, rev. freight cars ⁷	249,571	295,336	302,171	248,336	302,980	306,525
Canadian National Railways						
operating revenues..... \$			32,402,000	34,598,000	32,809,000	33,269,000
operating expenses..... \$			27,758,000	28,566,000	28,374,000	29,056,000
Canadian Pacific Railway						
traffic earnings..... \$		25,764,000	28,646,000	25,592,000	27,165,000	28,161,000
operating expenses, all lines \$		22,439,000	23,777,000	20,842,000	21,135,000	22,402,000
Steam railways, revenue freight in ton-miles.....			5,494,990,000	5,192,408,000	5,597,194,000	5,813,041,000
Building permits..... \$		15,505,000	19,501,000	7,902,000	9,037,000	11,934,000
Contracts awarded..... \$	25,787,000	44,998,000	29,428,000	12,730,000	18,902,000	25,925,000
Mineral production—						
Pig iron..... tons		134,651	140,693	139,152	146,972	154,119
Steel ingots and castings..... tons		207,981	205,846	243,482	268,923	275,524
Ferro-alloys..... tons		13,360	14,555	12,391	15,283	15,631
Gold..... oz.			229,550	229,624	223,805	230,749
Coal..... tons			1,194,000	1,533,000	1,638,000	1,528,000
Copper..... lbs.		32,240,000	25,172,000	45,824,000	43,811,000	42,040,000
Nickel..... lb.		15,484,000	17,245,000	21,768,000	22,259,000	21,819,000
Lead..... lb.		35,000,000	32,609,000	35,347,000	35,836,000	18,452,000
Zinc..... lb.		40,609,000	38,860,000	50,769,000	44,718,000	43,098,000
Timber scaled in B.C..... F.B.M.		242,891,000	325,095,000	229,095,000	270,825,000	280,677,000
Flour production..... bbl.		2,285,000	2,227,000	2,030,000	2,307,000	2,049,000
Footwear production..... pairs		3,655,000	3,747,000	2,627,000	3,131,000	3,065,000
Output of central electric stations..... k.w.h.		3,236,986,000	3,309,021,000	3,356,102,000	3,439,651,000	3,482,045,000
Sales of life insurance..... \$		69,225,000	49,936,000	49,936,000	52,349,000	48,665,000
Newsprint production..... tons			310,980	244,970	256,762	258,301

† Week ended December 27, 1945.

¹ Base 1926=100.

² Daily averages.

³ Base June, 1941=100.

⁴ Base 1935-1939=100.

⁵ Adjusted, where

necessary, for seasonal variation.

⁶ Notes in the hands of the public at the end of the month.

⁷ Figures for four weeks

ended December 29, 1945, and corresponding previous periods.

ber 1, 25,340 more than at October 1. This increase, amounting to 1.5 per cent, was accompanied by a rise of 1.1 per cent in the weekly salaries and wages disbursed at November 1, when the payrolls of these establishments totalled \$55,951,915. The per capita weekly earnings dropped from \$32.08 at October 1 to \$31.97 at November 1. Weekly earnings at November 1, averaged \$32.29 in 1944, \$31.60 in 1943, and \$29.81 in 1942.

Prices.—A slight rise was indicated in the general index of wholesale prices which, on the base 1926=100, increased to 103.1 in November from 102.9 in the preceding month and 102.4 in November, 1944. In the sub-groups, there were slight increases in vegetable products, animal products, and non-metallic minerals, while other groups, comprising textile products, wood products, iron products, non-ferrous metals and chemical products, remained unchanged.

The Dominion Bureau of Statistics cost-of-living index again registered a fractional advance from 119.9 at November 1 to 120.1 at December 1, 1945. Slight increases in the indexes for foods, fuel and light, and home furnishings and services accounted for the rise. The food index rose from 134.0 to 134.3 as citrus fruits, fresh vegetables and butter recorded moderate advances. Fuel and light increased from 106.6 to 107.1, and home furnishings and services from 119.4 to 119.5. Other budget group indexes remained unchanged from November 1, rentals standing at 112.3, clothing at 122.5 and miscellaneous items at 109.6. The December, 1945, index of 120.1 compares with 115.8 at December 1, 1941, when maximum price regulations went into effect. The wartime increase in the cost-of-living index was 19.1 per cent.

Index of the Physical Volume of Business.—The index of the physical volume of business declined 4.6 points from 194.5 in October to 189.9 in November. The volume of productive operations was considerably lower at this date than in November, 1944, when the index stood at 227.9. Lowered volume was indicated in mineral production, manufacturing, and electric power production. There was, however, a marked increase in activity in the construction industry, as measured by the value of contracts awarded, and the index of construction rose sharply from 142.2 in October to 201.2 in November. Factors indicating the trend of commodity distribution recorded considerably increased volume, with the combined index of distribution advancing from 160.7 in October to 173.7 in November.

For the first ten months of 1945 the index of the physical volume of business averaged 9.0 per cent lower than for the corresponding period in 1944. In the same comparison, the

index of industrial production was 12.6 per cent lower, mineral production 29.6 per cent, manufacturing 12.6 per cent, and the consumption of firm power 9.3 per cent lower. The value of imports was 11.3 per cent lower and that of exports 3.7 per cent. Hog slaughtering were also down by 34.5 per cent but cattle slaughtering increased by 28.3 per cent. Factory cheese production increased 3.9 per cent at the expense of butter production, where a slight decline was registered. There was a considerable increase (29.9 per cent) in the value of construction contracts awarded during the ten-month period under review.

Employers urged to expand working force

In a letter dated December 20, 1945, the Honourable Humphrey Mitchell, Minister of Labour, and the Honourable C. D. Howe, Minister of Reconstruction and Supply, urged employers to take advantage of the present manpower situation to expand their working force.

The letter pointed out that "for the first time in over three years there is sufficient labour available to meet all reasonable demands.

"It is not anticipated," the letter continued, "that this situation will continue for long, as increased industrial and construction programs will be operating in the spring.

"The present situation offers an opportunity to employers. Those who have been in lower labour priorities throughout the war can now obtain additional help. Those who can immediately expand their working force can now obtain adequate help. Present work schedules should be expanded to include an additional shift where this is warranted. The labour is available now and may not be there later on.

"A large number of veterans have been demobilized and more are leaving the services daily. These men and women are the finest available material from which to build up your staff for the post war period. They are looking for opportunities to re-establish themselves in civil life. Your opportunity to obtain their services is immediate and delay will probably mean that once established, they will not want to change.

"The National Employment Service of the Department of Labour is the clearing house where job opportunities and available labour meet. You are urged to immediately list your requirements for the next three or four months with the nearest local office where every effort will be made to refer to you applicants with the skill which you require.

"We ask that you take advantage of this opportunity not solely in your own interest but also to assist in keeping employment in Canada at the highest possible level."

Decline in proportion of women in employment

A decline in the proportion of women in employment has been reported by the Dominion Bureau of Statistics. At the beginning of

October, 1945, of every 1,000 employed workers 253 were women, whereas a year previously 271 per 1,000 had been women.

The report estimates an overall decline in employment, male and female, of 7.5 per cent between October 1, 1944, and October 1, 1945. Among men the reduction was approximately 5.3 per cent, and among women it was 13.5 per cent.

A more detailed account of this report may be found elsewhere in this issue on page 83.

Applications for certification to Wartime Labour Relations Boards

Since it commenced operations on March 20, 1944, the Wartime Labour Relations Board (National), has received 322 applications for certification. Certifica-

tion was granted to 189 employees' organizations as collective bargaining representatives, while 37 applications were rejected. In addition 24 were referred to Provincial Boards, 39 were withdrawn and 4 were dropped. Thirteen were being investigated as of December 31, 1945, while the decision of the Board was pending in 16.

The Board ordered 59 union representation votes.

Provincial Boards have received 3,058 applications for certification, granted 1,952 and rejected 259. Union representation votes have been ordered in 198 cases.

For the year 1945, British Columbia received the greatest number of applications, 786, of which 434 were granted and 79 rejected. Ontario was next with 301 of which 216 were granted and 38 rejected. Of the other provinces Manitoba received 179 applications, Nova Scotia 65, New Brunswick 43, Saskatchewan 23, and Quebec 22.

Canada Year Book, 1945 available for distribution

The 1945 Canada Year Book, compiled and edited by the Dominion Bureau of Statistics was issued early in January, under the authority of Hon. James A. Mac-

Kinnon, Minister of Trade and Commerce.

It is a volume of 1,200 pages and in addition to valuable reference material on Canadian resources, industry, trade and finance, it contains numerous special articles, such as "Canada's Growth in External Status"; "Canada's Part in U.N.R.R.A."; "Canada's Northern Airfields"; "The Democratic Function of the Press in Canada"; Organization for Post-

War Trade"; "Income and Other Taxation"; "Effects of the War on Agriculture, Manufacturing and the Railways"; and "Wartime Controls".

Cloth-bound copies may be obtained from the King's Printer, Ottawa, at \$2.00 each. This merely covers the cost of the paper, printing and binding. By a special arrangement, teachers, university students, and clergymen may obtain paper-bound copies for \$1.00 per copy, by applying to the Dominion Statistician, Dominion Bureau of Statistics, Ottawa. Only a limited supply has been reserved for this purpose and early application is suggested. In making remittances, cheques and money orders should be made payable to the Receiver General of Canada, Ottawa.

Preliminary figures on strikes in Canada during 1945

Preliminary figures on strike activity in Canada during 1945 show 182 strikes, involving 90,509 workers, with a time loss of 1,478,311 days. These figures will be

revised at the time the annual summary of strikes and lockouts is prepared for a subsequent issue of the *LABOUR GAZETTE*.

During 1944, there were 199 strikes, involving 75,290 workers, with a time loss of 490,139 days.

Training for coal miners in Great Britain

Rules for training for work in coal mines are contained in the Coal Mines (Training) General Regulations, 1945, made on September 28

under the Coal Mines Act, 1911. The sections requiring employers to submit training schemes to the Minister of Fuel and Power came into effect on that date. Other sections will come into force on January 1, 1947.

A previous Order, the Coal Mining (Training and Medical Examination) Order, 1944, required boys entering coal mining to be given preliminary training, to work under supervision and to be physically fit for the job. (L.G. 1945, p. 942).

The regulations make the general stipulation that until he has been adequately trained, no one may do any work in or about any mine in which he has not been employed before the coming into force of the regulations except under competent instruction and supervision. Before anyone may work below ground, he must have worked above ground, receiving adequate instruction in safe and efficient methods of working below and suitable physical training. The minimum period and general conditions of training are set forth. No one may work at a coal face for the first time other than a training face, until he has worked at least 80 days below ground and at least 60 days, under the close personal

supervision of an instructor, in training in one or more specified operations at the face, including adequate instruction in the use of tools, appliances and materials. The regulations also stipulate that the first work below ground or at the coal face for which the workman has not received minimum training, must be done for prescribed minimum periods under the personal supervision of the instructor or supervising workman. Training or supervision received under the Coal Mining (Training and Medical Examination) Order may be taken into account in determining the period of training or supervision.

Before a person receives training under the regulations, a training scheme for the mine where he is to be employed must have been submitted to the Minister of Fuel and Power and approved; the regulations lay down rules concerning the scope of these schemes. In addition, every owner of a mine normally employing more than 250 persons must submit such a scheme to the Minister within nine months from the date of the regulations. Local education authorities must be consulted before about subjects requiring attendance at classes and by physical training.

Certificates must be given to persons who have received the prescribed training by training officers to be appointed by the employers. The regulations contain rules respecting the appointment and duties of these officers and also the keeping of records.

Proposed action of British Government on I.L.O. Recommendations The Government of the United Kingdom issued in November a White Paper stating the action it proposes to take regarding the seven Recommendations adopted at the 26th Session of the International Labour Conference, held in Philadelphia in 1944.

Three of the Recommendations deal with social security and medical care. The Paper states that the Government has under consideration proposals for a scheme of com-

prehensive national insurance and for a health service, and therefore intends to defer decisions on these Recommendations for the time being.

Three other Recommendations concerning employment, the employment service, and the planning of public works, are accepted by the Government, with the reservation that decision is deferred on a section proposing the establishment of wage rates on the basis of job content without regard to sex until receipt of the report of the Royal Commission on Equal Pay.

The other Recommendation concerns social policy in dependent territories. The Government accepts the section dealing with general principles, and will bring the specific standards outlined in the Recommendation before the authorities competent to make them effective in each dependent territory.

I.L.O. meetings for 1946 On the agenda of the third American Regional I.L.O. Conference, to be held in Mexico City beginning

April 1, will be a Directors' Report on the social and economic problems of the Americas; vocational training; industrial relations; and labour inspection.

Other meetings on the I.L.O.'s 1946 program for which dates have been fixed are as follows:

Conference Delegation on Constitutional Questions, London, January 14; International Development Works Committee, Montreal, January 28; 29th session of the International Labour Conference, Montreal, September 19.

A number of additional meetings have been scheduled, but their dates have not yet been definitely decided upon. These include the 28th (Maritime) Session of the International Labour Conference; regular sessions of the Governing Body; a meeting of the Committee on Women's Work; a meeting of the Committee on Accident Prevention; and sessions of the International Industrial Committees on Iron and Steel, the Metal Trades, Textiles and the Building Industry.

Further Relaxation of Manpower Controls

Abandonment of Permit System—Reporting System Maintained

THE abandonment of the permit system previously in effect under National Selective Service Civilian Regulations was announced on December 21, 1945, by the Honourable Humphrey Mitchell, Minister of Labour.

It is now no longer necessary for a worker to obtain a permit from a Local Employment Office in order to seek employment.

However, a reporting system remains in effect under which:—

1. Employers are required to notify the National Employment Office of all vacancies in their establishments.

2. Employers are required to report to their nearest National Employment Office all additions to their staffs.

3. Unemployed workers seeking employment are required to register with the National Employment Office.

4. A person terminating employment either employer or employee, is required to give seven days' notice.

"These few remaining requirements are the very minimum necessary to give the Local Employment Offices a reasonably complete picture of the manpower supply and demand to enable them to render efficient service; and the National Employment Service relies upon the continuance of the excellent wartime co-operation afforded it by management and labour to give full effect to the program", the Minister stated.

All restrictions on advertising by either employer or employee have also been removed.

A letter sent to 175,000 employers and trade unions and signed jointly by Mr. Mitchell and Mr. Arthur MacNamara asserts that "the excellent results attained through the National Selective Service Civilian Regulations were made possible by the unselfish co-operation of employer and employee, of trade unions and associations of employers, in spite of some inconvenience in individual cases.

"Immediately after V-E Day and V-J Day," the letter continues, "and with each change in the manpower situation since, we have amended the Regulations to meet existing conditions; and we have now reached a point where further amendments are possible."

After outlining the amendments, the letter emphasizes that the notification of vacancies, placements and separations, and the registration of unemployed workers, constitute the

"very minimum requirements necessary to the efficient operation of an Employment Service designed to assist both employer and employee.

It concludes: "As in the past we were dependent on your co-operation to achieve wartime objectives, so in the future we rely on the co-operation of employees and employers in order to give you the efficient service you are entitled to expect."

Historical Summary of Manpower Controls

The principal features of Canada's wartime manpower control program were as follows:—

National Selective Service came into being in March, 1942, when the entry of men into a list of occupations and industries designated as non-essential was restricted.

In June, 1942, the requirement was introduced that all changes in employment had to channel through the offices of the Employment Service. In September the permit system was introduced when an order was passed requiring seven days' notice of an employee before he quit and of an employer before he discharged a worker.

In the following January authorization was given for the compulsory transfer of workers into essential employment; and this was effected by a series of transfer orders made between May and November, 1943.

In September, 1943, the employment "freeze" order was adopted, whereby workers were forbidden to leave essential jobs without permission from a local office.

A number of additional orders, passed at various times, supplemented the main features of the program, and dealt specifically with conditions in such industries as agriculture, coal mining, stevedoring, lumbering, and meat packing.

Relaxation of controls began immediately after the end of the war in Europe, when the compulsory transfer of workers was discontinued, and almost all restrictions on the employment of women were removed.

In August, following V-J Day, the "freeze" order and certain other controls were removed.

The abandonment of the permit system on December 31 leaves workers free to seek employment where and as they please. However, persons who are unemployed for seven days are still required to register at an Employment Office; and since the Offices will maintain a list of vacancies notified by em-

ployers it is expected that workers will find the Employment Service of great benefit in obtaining suitable jobs.

Regulations Amended

To effectuate the recent relaxations in manpower controls, an Order in Council of December 21 (P.C. 7430) amends the National Selective Service Civilian Regulations (P.C. 2796, April 24, 1945), as follows:—

1. Section Two Hundred and Two (A) is revoked.

2. Sections Two Hundred and Four, and Two Hundred and Five are revoked and the following substituted therefor:—

204. Where an employer takes an employee into employment he shall,

(a) record the prescribed particulars of the employment on a Notification of Hiring in prescribed form,

- (b) within seventy-two hours of taking the employee into his employment mail or deliver a copy of the Notification of Hiring to the local office, and
- (c) retain a copy of the Notification of Hiring on file.

205. No employer shall retain an employee in his employment during any day after the expiration of the period specified in paragraph (b) of section two hundred and four of these regulations unless he has complied with that paragraph.

3. Sections Two Hundred and Five (A), Two Hundred and Six, Two Hundred and Seven, Two Hundred and Seven (A), Two Hundred and Eight, Two Hundred and Nine, Two Hundred and Ten, Two Hundred and Ten (A), Two Hundred and Ten (B), Two Hundred and Ten (C), Two Hundred and Ten (D), Two Hundred and Ten (E), Two Hundred and Eleven, Two Hundred and Eleven (A) are revoked.

Repatriation of Japanese from Canada

ON November 21, 1945, Honourable Humphrey Mitchell, the Minister of Labour, in referring in the House of Commons to the large number of requests which had been received from persons of the Japanese race for repatriation to Japan, stated that the Government intended to arrange for the movement from Canada to Japan of those Japanese Nationals who had applied for repatriation; of naturalized Canadians of Japanese origin who had similarly applied and who had not revoked their applications prior to the date of the Japanese surrender, midnight, September 1, 1945; and of Canadian-born Japanese who wished to go to Japan and did not renounce such intention before an Order for Deportation was signed.

On December 17 the Prime Minister tabled in the House of Commons three Orders in Council dated December 15, 1945; P.C. 7355, 7356 and 7357, dealing with the above.

P.C. 7355 gives authority to the Minister of Labour to carry out the policy announced by the Minister of Labour as above and includes provision to enable persons deported from Canada under the Order to take their funds and personal property with them, and for the issuance of repatriation grants to provide such persons with minimum amounts of \$200 per adult and \$50 per child on leaving Canada.

P.C. 7356 provides for the removal of British and Canadian status from any naturalized persons who leave Canada for residence in Japan under P.C. 7355. It does not apply to persons born in Canada.

P.C. 7357 authorizes the establishment of a Loyalty Commission of three persons to investigate cases of Japanese Nationals and naturalized Japanese Canadians whose behaviour has cast doubt upon their loyalty and whose names are referred to the Commis-

sion by the Minister of Labour. The Commission will have authority after examination to recommend deportation.

According to a survey begun by the R.C.M. Police in the spring of 1945 at the request of the Government, the number of persons of Japanese race who made written requests for repatriation to Japan now totals:—

Japanese Nationals	2,946
Naturalized Canadians	1,466
Canadian-born	2,491
	6,903

Dependent children under 16 years of age of the above persons, who are included in the requests of their parents, number 3,477.

The great majority of those persons requesting repatriation are living in British Columbia, and the number elsewhere in Canada is very small.

Arrangements for repatriation of those persons going to Japan are being worked out with the United States authorities and involve shipment on U.S. ships from the Pacific Coast. The Minister of Labour was in Vancouver in the latter part of December to discuss repatriation arrangements with local officers of the Department.

Early in the New Year, representations were made to the Minister of Justice on behalf of several organizations with the argument that the above three Orders in Council were *ultra vires*, and requesting a reference to the Supreme Court of Canada to test the validity of the Orders. By Order in Council P.C. 45 of January 8, 1946, the question was referred by the Governor in Council to the Supreme Court for hearing and decision. It was understood that this hearing would take place before the end of January.

Juvenile Employment

Youth Employment Policies Recommended by Canadian Youth Commission

YOUTH and Jobs in Canada"* is the first of a series of reports to be issued by the Canadian Youth Commission. Other reports will deal with education, religion, recreation, citizenship, health and family life. Established in April, 1943, under the chairmanship of President Sidney E. Smith of the University of Toronto, to study the problems of young Canadians from 15 to 24 years of age, the Commission includes some fifty educationists and representatives of industry, labour and agriculture and of medicine, law and the church. Directing the work was Mr. R. E. G. Davis, who has recently been appointed Director of the Canadian Welfare Council.

The Commission's purpose in the study of young persons in relation to employment was, after gleaning the facts, to place its conclusions and recommendations before the public and to promote their acceptance by governments and private agencies working in this field.

Rendered more acute by the depression of the thirties, by the wartime increase in the employment of children without adequate schooling or training, by the long hours worked by juveniles in industry and by the relaxation in home and school discipline during the war years, the problems of juvenile employment and their implications for the future are of almost paramount importance in Canada to-day, according to the findings of the report. It is to the solution of these problems that the Canadian Youth Commission offers suggestions.

As a starting point the Commission sought to discover what young people themselves are thinking concerning their employment opportunities. Accordingly, organizations and individuals of all social, religious and economic groups were consulted. Part I of the Report sets out a summary of the replies received and includes some representative statements.

Part II describes certain measures which in the opinion of the Commission would help

to establish full employment in the country, and in consequence suitable jobs for all the young people able and willing to work.

Part III, entitled "Supplementary Measures to Deal with the Special Problems of Youth", shows that the demand for young workers is slackening:—

it is becoming increasingly uneconomical for employers in some industries, under conditions of modern production, to employ workers of 18 years or less, except for blind-alley jobs or at times when there is a labor shortage.

Entry to the professions is barred to many, the cost of training is high and the numbers are deliberately restricted. So, too, with the skilled trades, where, in addition, the "seniority rights" of older workers operate against new entrants.

Part IV deals with the need and machinery of public employment services in assisting young people into the right jobs.

Part V discusses the problems of some special groups: of young women, including household workers, the inequality of their opportunities, pay and other benefits as compared with men, and of young people in rural districts.

Part VI is a summary of the Commission's conclusions and recommendations.

To assist young people in relation to employment, the Commission advances two complementary proposals: first, the adoption of measures designed to delay the entry of young persons into the labour market and, second, measures to provide suitable jobs for those over 16 or 18 years of age.

School Attendance

Included in the first proposal are laws to require longer school attendance and to fix a higher minimum age for employment. As regards school leaving, the Commission recommends raising the minimum school-leaving age in all provinces to the end of the term during which the child becomes 16. Children over 15 might be given employment or home permits for a limited period. Part-time attendance at school should be required during working

* Ryerson Press, Toronto, \$1.25.

hours for employed young people between 16 and 18 who should receive wages from the employer for the time spent at school. Education authorities should be required to provide suitable courses for such young people, the policy to be applied first in the larger centres and, as teachers and equipment become available, to be extended to the smaller communities.

Minimum Age for Employment

To prevent child labour and to supplement the school attendance laws, the Commission advocates the enactment of uniform legislation in all provinces along the lines of the Conventions adopted by the International Labour Conference. The Commission considers, however, that the Canadian provinces should establish 16 as the minimum for employment in industry and, with some exceptions, in non-industrial occupations, instead of 15 as stipulated by the Conventions.

An International Labour Convention of 1937 prohibits all employment under 15 in "industrial undertakings"; another Convention of the same year forbids children under 15, or children over 15 if required by law to attend school, to be employed in "non-industrial undertakings" but children over 13 and under 15 may be permitted to do "light work", which is not harmful to their health or development or to their school progress, for not more than two hours a day, but not on Sundays, public holidays or during the night (the period between 8 p.m. and 8 a.m.). Work and school may not occupy more than seven hours on any day. The 1937 Conventions are revisions of earlier Conventions in which the minimum age was 14 years. "Industrial undertaking" includes mines, quarries, factories including shipyards and electrical works, construction of all kinds and transport by road, rail and inland waterway. "Non-industrial undertaking" includes all those not covered by the Conventions applying to industry, agriculture or employment on ocean-going vessels.

Dangerous Trades

Both of these International Labour Conventions require the fixing of a higher age than 15 for occupations which are considered dangerous to life, health or morals. The Youth Commission recommends 18 years as the minimum for such dangerous occupations and 17 years for selling newspapers and other articles on the streets or in public places, and for work in theatres, bowling-alleys, billiard-rooms and other public places of amusement, as well as in hotels and restaurants.

Child Labour on Farms

A 1921 Convention prohibits the employment of children under 14 in agriculture except outside the hours fixed for school attendance in work which does not prejudice satisfactory progress in school. The Commission recommends the adoption of this Convention with 15 as the minimum age. For purposes of practical vocational instruction, the periods of school attendance may, under this Convention, be so arranged as to permit employment on light agricultural work, and, in particular, light work connected with the harvest, provided that such employment does not reduce the annual school attendance to less than eight months.

Employment of School Children

With regard to the employment of school children, which is unregulated in Canada, the Commission proposes that no child under 14 be permitted to be employed before the close of school on any school day, that a maximum of two hours be imposed on work after the close of school on any school day and a maximum of four hours a day on Saturdays and during school holidays. It is suggested that employment after school of pupils under 17 be made conditional on satisfactory reports of the medical health officer and school principal. These recommendations are based on the law in Britain concerning the employment of school children.

Employment Conditions

Further recommendations of the Commission concerning employment include: prohibition of employment of persons under 18 for more than eight hours in a day and 36 hours in a week and, for the same age-group, 24 holidays (excluding public holidays) with pay annually, of which 12 days should be consecutive; free medical examination of all young persons before they begin work and periodically thereafter; assistance to disabled young persons to enable them to qualify for useful work; workmen's compensation, unemployment insurance benefits and minimum wage rates for farm workers; and workmen's compensation in case of accident to persons illegally employed, the individual employer in such cases to be liable for double the normal amount of compensation.

Along with higher minimum ages for school-leaving and for employment, the Commission advocates that more attention be given to apprenticeship in those industries to which it is a suitable means of entry and to training learners in other industries. For young people

out of school and out of a job, youth work-programs should be considered which will combine training and job-experience.

Youth Work-Programs

This last recommendation is based on the belief that the public works projects which will be an essential part of a full employment policy will not provide adequately for the special needs of unemployed young persons 16 to 21 years of age. The Commission devotes considerable space to this problem and advocates that work-programs for young people be set up on a voluntary basis to provide work of a varied kind for which standard wages would be paid and which would combine physical, vocational and citizenship training. The Dominion Government should bear the responsibility for planning, administering and financing such schemes but the educational courses and health services should be looked after by the provinces.

Apprenticeship

As regards apprenticeship, the Commission considers that it should be brought into conformity with existing conditions in modern industry. Special apprenticeship training centres should be established under appropriate provincial departments. Wages, progressively increased during the period of training, should be in line with the value of the work done. It is suggested that apprentices should be indentured to the industry rather than to the individual employer. Persons whose terms of apprenticeship have been interrupted by the war should be entitled to resume their training with credits for skills and experience acquired in the Armed Services.

Training and Placing Machinery

For the transition from war to peace and for peace-time conditions, the Commission recommends the fuller utilization of certain methods and machinery already developed in some measure: (1) the co-operative training schemes of the Dominion and the Provinces, first set up during the depression to aid unemployed young people, then converted, in large part, to training for war industries and now being adapted to re-establishing ex-servicemen and women in employment; and (2) the Dominion Employment Service.

The Employment Service

The Dominion Employment Service, in the opinion of the Commission, should be brought to a higher level of efficiency and, in particular, should be adapted to meet the needs of

three classes of workers: ex-servicemen and women, civilians released from war industry, and young workers who seek jobs for the first time each year. Fee-charging private employment agencies should be prohibited by law in all provinces. The Commission stresses the considerable dislocation of the demobilization period when approximately two million persons, over half of them civilians, will seek new occupations. Close to 50 per cent will be in the 15-24 age-group. Each year something less than 200,000 young people reach working age though not all of them enter the labour market. It is clear that occupational adjustment services, co-ordinated under one head to avoid duplication and waste effort, will be urgently needed.

The placing of young workers in jobs should be entrusted in all employment offices to special juvenile departments which are manned by well-trained persons, chosen for their fitness for dealing with young people and for appraising their talents and interests. These officers should work in co-operation with advisory committees of carefully selected citizens, including educationists, employers, trade unionists, physicians, lawyers, social workers, clergymen, parents as such, and others. The Commission recommends that the Employment Service should establish such juvenile employment committees in the larger centres, beginning with one or two as an experiment. Each committee member

should be willing to give some time to this work, attending meetings, interviewing juveniles (sometimes employers), and follow-up work (a second placing may be more important than a first).*

Further, the Dominion Employment Service should devise a uniform method of classifying and describing the numerous jobs now existing in Canadian industry. On this basis should be prepared reliable monographs on promising occupations for young people. The Employment Service should make available, too, up-to-date information regarding employment openings and the number of young persons seeking jobs. Consideration might be given to some plan along the lines of the Juvenile Transfer Scheme in Great Britain during the thirties by which young people were moved under supervision and at Government expense to districts where work could be obtained.

Training of Workers

As to the training of workers, the Commission considers that the Dominion-Provincial Youth Training Program should be

*In this connection, see summary of Report of Committee to Inquire into Juvenile Employment Service. London, 1945, p. 13 of this issue.

maintained and expanded. Since applicants for such training should be permitted to settle in another province, agreements should be made by which the Federal Government should pay the greater portion of the cost. The Commission commends the provision made for retraining members of the Armed Forces, and with regard to the training of new workers and the retraining of those who must seek new occupations, offers the following suggestions:

- (1) Formation of community councils which, in addition to planning and co-ordinating adjustment services generally, might mobilize all facilities useful for training purposes, e.g. schools, universities, libraries, trade unions, technical institutes, etc.
- (2) Provision of courses, designed to prepare workers for permanent employment and in line with job opportunities likely to exist, of sufficient length and quality to provide more complete skilled training than was possible under pressure of war. Living allowances should be paid to trainees not eligible for unemployment insurance benefits. Vocational guidance should be included.
- (3) Consideration of the need for training of prospective farmers.

Through residential training centres farm youths might fit themselves for urban occupation. Unskilled and semi-skilled workers could be up-graded by suitable training. The training of supervisors in plant schools which was carried on in wartime might be continued, and the operation of trade schools for specific industries is desirable.

As regards young women, the Commission believes that all guiding, training and placing services should be available for them as well as for men. It is suggested that a Women's Bureau be set up in the Department of Labour to promote the training and employment of young women. Particular attention should be given to household workers, since between 20 and 25 per cent of all female wage-earners are in this class.

The average Canadian youth becomes self-supporting only after about two years. If he is under 18, he often finds that employers prefer older and more experienced workers. Even if over 18, he may find certain occupations closed to him. The Commission, therefore, recommends:—

- (1) Part-time or holiday employment to gain work experience for young persons over 15 who are still at school;
- (2) Insistence by Government that admission to the professions and skilled trades be solely on the basis of ability;
- (3) More adequate credit facilities for would-be farmers.

Education

The Commission emphasizes the need and the desire of young Canadians for longer schooling, for greater equality of educational opportunities and for a wider choice of courses to suit all kinds of abilities. In addition to full-time attendance at school up to 16 years of age and part-time attendance during working hours up to 18 years, the Commission recommends changes in the curricula, extension of facilities for vocational guidance, and more government scholarships, student work aid and maintenance grants to enable young persons with little means to continue at school. Tuition fees should be eliminated in secondary schools and lowered in universities. It is felt that no young person of ability should be prevented by lack of funds from getting further education of the kind best suited to him.

More variety in school courses, both academic and technical, is suggested and a greater development in secondary schools of vocational education and vocational guidance but not to the exclusion of "the life needs of the pupil". To the cost of this development the Commission considers the Dominion Government should contribute generously. "Such grants, while not invading the right of each province to determine its own type of education, should be conditional on definite standards being maintained." Special attention should be given to meeting the need in rural schools for courses related to the interests and environment of the pupils without neglecting the broader aspects of an education for living. The Commission commends the increasing tendency of academic schools to broaden their scope to include vocational education and guidance and of technical schools to "enrich their curricula by courses related to other needs of life". Evening classes should provide educational opportunity comparable to that available to full-time day students. In technical education, there is need for expansion and for common provincial standards. Advanced technical institutes should provide courses of one or two years' duration for secondary school graduates requiring greater technical skill. Something similar to the "Community Institutes" proposed for the United States or the "Young People's Colleges" for Great Britain might be established to carry on a program of full or part-time schooling for those who do not desire or require a college education.

The Commission's Report concludes thus:

The present attitudes of Canadian young people have been conditioned by the hard school in which they have been trained. One cannot live through a world depression and a world war in quick succession without

generating a few doubts about the way society operates . . .

Fortunately, this is only part of the story. Young people have not lost hope that things can be worked out. Their mood as they regard the future of their country is one of sober optimism. They do not expect Utopia and are themselves ready to face difficulties. What they want essentially is the chance as workers and citizens to play their part along

with adults in finding the solutions to Canada's post-war problems. There surely can be no question of our response to such a demand. To take youth into partnership is not only the fair thing. It will also help to ensure that, as a nation, we go forward to the tasks of peace with a measure of the courage and spirit of adventure which many of these young people have displayed in the war.

The Juvenile Employment Service in Great Britain

IMPORTANT recommendations towards a more efficient and comprehensive service are contained in the report of the Committee on the Juvenile Employment Service issued on November 21, 1945. The Committee, representing the Ministries of Labour and Education, Education Authorities of England, Scotland and Wales, local government bodies, the British Employers' Confederation and the Trades Union Congress, was appointed in January, 1945, to "consider the measures necessary to establish a comprehensive Juvenile Employment Service . . . and to make suggestions for a practicable scheme".

According to the Committee,

the Juvenile Employment Service must see the growing adolescent through every aspect of his work environment; it must be in a position to exercise effective supervision over him at work; it must re-advise and re-place him if necessary; it must take an active interest in the arrangements made within industry for his training and progress; it must have really adequate knowledge about occupations and their requirements; and it must know, not merely on paper but in fact, what goes on in industrial establishments and other places of employment. It requires, in short, the full resources of an industrial authority with its factory and wages inspectorate, its welfare, labour supply and specialist training services, and its industrial relations experience. No purely educational service, however good, can have this range of contacts, give this range of protection and provide an employment service of comparable efficiency.

The Juvenile Employment Service consists of two parts: the placing offices and advisory committees attached to them. The focus of the Service locally is an office under a Juvenile Employment Officer which may be in the Employment Exchange when it is operated by the Ministry of Labour, or in an office operated by the local Education Authority, in which case it is called a Juvenile Employment Bureau. This dual system arose from the authority under the Labour Exchanges Act, 1909, to set up Juvenile Departments in the Labour Exchanges, and the 1910 Choice of Employment Act empowering local Education Authorities to set up bureaux to help boys and girls in choosing employment.

Proper premises for the work of the Service are of great importance. In the opinion of the Committee, juveniles should not be dealt with in the Adult Departments of the Labour Exchanges except in some small offices where no other arrangement is feasible. The offices should be accommodated in County Colleges (to be established in the future under the Education Act, 1944) in appropriate cases. Interviews should be given in a separate room, and other business conducted in a larger office should be done at separate tables spaced to give some privacy. High, broad and solid counters between officers and juveniles are "psychological barriers", and the Ministry's policy of abolishing them is commended.

Advisory Committees

For many years, beginning in 1910, special committees for juvenile employment to help place young persons in suitable employment and to exercise some supervision over them in their early years of employment have been attached to the local employment offices in Britain (L.G. 1944, p. 716). Two kinds of committees have developed: "juvenile advisory committees" appointed by the Minister of Labour and "juvenile employment committees" appointed by the local Education Authorities. Their functions and constitution are similar, however, and since 1927 both systems have been under the supervision of the Ministry of Labour which finances their work. Committee members give their services free. The committees advise boys and girls and their parents about the choice of suitable employment, help to obtain the employment, try to supply employers with young workers, and keep in touch with the young people in their first years of employment.

A "juvenile advisory committee" works through the juvenile department of the Employment Exchange to which the committee is attached, and the Juvenile Employment Officer acts as secretary to it. A "juvenile employment committee" is responsible to the local education committee, which appoints it, for the Juvenile Employment Bureau established by the Education Authority.

The Committee, while not insisting that this dual system be removed, recommends changes in the administration to have both types of committees controlled through the regional offices of the Ministry of Labour. A Central Juvenile Employment Executive in charge of the Service, with control over policy and with authority to issue instructions and memoranda to all parts of the Service so as to ensure a common minimum standard of efficiency is also proposed by the Committee. This Executive would be staffed by officers of the Ministries of Labour and Education and the Scottish Education Department, and the Minister of Labour would be responsible to Parliament for it. The Minister would have the power to terminate the exercise of employment powers of a local Education Authority on the grounds of inefficiency. To replace the National Advisory Councils for England and Wales, and for Scotland, the Committee recommends that a National Advisory Council for Great Britain be set up to assist the Executive. It should include representatives Municipal and Education Authorities, teachers, employers and workpeople, with separate committees for Scotland and Wales. Appointments would be for a term of 3 years, and the Committee favours the introduction of new personnel at that time.

Vocational Guidance

The Committee urges that "vocational guidance should be given before leaving school and that every school (including private schools) should be required by statute to register with the Service, in such manner as may be prescribed, every school-leaver and every person attaining the age of 17 if still at school, and that the Service should be empowered to require the attendance for interview of any person so registered within a period of one year from the date of registration".

A talk by a Juvenile Employment Officer on the different kinds of career which all juveniles would attend during their last school year, preferably with their parents present, would be the first step. In addition to films, industrial exhibitions and visits to industrial and commercial establishments, the Committee recommends that the Ministry of Labour in association with the Education Departments should prepare and distribute pamphlets about careers to give boys and girls and their parents adequate preliminary information.

An interview with the pupil by the Juvenile Employment Officer with the teacher and parent present is the second and more important stage. The interview should be intimate, of sufficient length, and should be on the school premises where these are adequate.

Information

To give vocational guidance, the Juvenile Employment Officer requires information both about the juvenile and industry, commerce and the professions. School reports of wider scope are needed to cover all aspects of a juvenile's life including his health, aptitudes and hobbies. The knowledge of industry, etc. should be based on general information about work and conditions in different industries and in particular firms, employment trends, and an intensive study of job analysis. Industry should aid in this field by setting up national joint councils to deal specifically with the training and recruitment of juveniles.

Placing

Placing the juvenile in employment is the next step after giving vocational guidance. The Committee views with disfavour the compulsory system of registration by young persons and their compulsory direction into industry despite its agreement that the voluntary method is not likely fully to achieve the desired purposes of the right job for given qualifications and interests, etc., diversion from harmful and "blind-alley" occupations, and efficient distribution of the limited supply of juveniles. The only element of compulsion suggested is the proposal that all schools be required by statute to register every school-leaver or pupil who is 17 with the Service and that the pupil have an interview with the Juvenile Employment Officer within one year from the date of registration.

Prohibition of harmful employment under the Factories Act, as has been done, is one way of strengthening the voluntary system, and the Committee recommends that jobs which may entail hazards of one kind or another should be regularly reviewed with the object of prohibiting them to juveniles under the Factories Act and other enactments. Vocational guidance, it is hoped, will aid greatly in helping youngsters to stay out of "blind-alley" occupations by giving guidance and encouraging the use of the Employment Service. The Committee commends the growing practice in industry of having specially qualified officers in charge of recruiting juveniles and urges that they co-operate with the Service. The Committee opposes the hiring of juveniles by a firm because they happen to be the children of employees, and the use of other private contacts by employers.

A scheme of "training grants" to enable suitable young persons to train for a skilled occupation away from home where no suitable facilities are available in their district is another important recommendation.

Supervision

Placing in a second or third job should be "an occasion for undertaking vocational guidance afresh", and the separation from the previous job should be studied carefully. Supervision of the young worker, apart from this, is of the greatest importance according to the Committee. In this connection,

the Juvenile Employment Officer has a special function to perform. It is his duty to pass the juvenile on to the adult service in due time and he must be satisfied that he has done all he can to help him to progress towards a stable career. If he finds that the juvenile is in non-progressive or demoralizing work he will be clearly justified in trying to get him into a more satisfactory occupation. This means that he should be in as close touch as possible with the young workers in his locality.

Juveniles should be encouraged to call at the Employment Office, whether their purpose is a change of job, a desire for advice, or merely to report how they are faring. The use of "open evenings", the setting aside of certain evenings for juveniles to come to the Employment Office for discussion of problems, is highly praised, and it is recommended that not only personal invitations by letter be used but other publicity as well, and that the goodwill of employers, parents, teachers, and trade union leaders be sought and utilized for this purpose. The Committee suggests in this respect that only those members of Employment Committees who have the requisite experience and knowledge serve at these "open evenings".

Staff Training

Of great importance is the competence of the staff of the Employment Service for dealing with juveniles. The Committee's recommendations on the subject of staff include a specially selected inspectorate at headquarters whose primary functions would be to provide information for the Central Juvenile Employment Executive and to assist in raising the standard of the Service generally; officers from regional offices of the Ministry of Labour with particular knowledge of juvenile work would be associated with them when they inspect "the choice of employment work" carried on in the office. Senior officials in the Juvenile Employment Service, according to the Committee, should have, in addition to the educational qualifications,

knowledge of industrial requirement of jobs and of industry generally; interest, experience and knowledge of social service and training in public speaking particularly to young people; knowledge and experience of all other matters involved in an adequate vocational guidance service.

The training of staff should include live training at selected offices under personal supervision, lectures on administration, and intensive courses in interviewing, vocational guidance, vacancy work, public speaking, committee work, industrial organization and processes. Visits to industrial establishments, training centres, technical and other colleges and youth clubs should also be included, and the use of group meetings for discussion is suggested.

Juveniles in the Brick and Tile and Paper-Products Industries American Standards

THE safest jobs and the most hazardous jobs for 16 and 17-year old workers in the brick and tile and the converted paper-products industries are indicated in two leaflets issued by the Children's Bureau of the United States Department of Labour.

The Fair Labour Standards Act, 1938, prohibits the employment of boys and girls under 16 in inter-state commerce and in industries producing goods for shipment across State boundaries, and gives to the Chief of the Children's Bureau power to declare any occupation hazardous, in which case the minimum age for employment is 18 years. Standards drawn up by the Bureau supplement the hazardous-occupation orders and are intended to guide employers in placing 16 and 17-year olds. Twelve earlier leaflets in this Advisory

Standards Series were summarized in the LABOUR GAZETTE, 1944, p.22 and 1945, p.727.

The brick and tile industry has more than twice as high an industrial-injury frequency rate as the average for all manufacturing industries. It is recommended that in this industry young workers should be excluded from small plants where employees must work on many or all processes, and that none under 18 should be permitted to work in any capacity in plants manufacturing silica products. In general, heavy lifting or strenuous physical exertion and the operation of motor or power-driven machines should be forbidden. Considered too hazardous for those under 18 are the following: all operations involved in winning; most machine-house or annex operations such as work in connection with hoisting

and dumping; operating of crushers, granulators, molding machines, cutting machines, presses and the like; work in clay bins and in the drier; building or tending fires; operating or assisting with motor-driven transfers or tugs; lifting heavy materials; mechanical setting operations; building temporary kilns; all operations in connection with burning; all work in drawing, stacking and loading where setters, hoists, and other mechanical equipment are used; all work in plant maintenance and power-plant operations; use of abrasive wheels in finishing operations; operation of elevators, cranes, hoists and other power-driven equipment.

Comparatively safe work is that of hackers on green belt; hand-molding and hand-finishing tile operations; trucking to drying floor; pushing cars by hand to, but not into, driers and to kilns; certain finishing operations; tossing and hand-setting in permanent and temporary kilns; hand work in drawing, stacking and loading; packing products in cartons; general clean-up; nailing racks and repairing kiln floors.

As regards the converted paper-products industries, including about 40 separate industries with some similarity, the recommendations as to suitable and unsuitable jobs apply, in part at least, to all of them. In these industries, young persons of 16 and 17 years should not: operate power-driven elevators, cranes, hoists or other equipment for handling raw materials or finished products; handle heavy rolls or packages of paper; work as millwrights or maintenance men or in the power plant; work in monotype casting when there is

exposure to lead fumes; set up, clean, or oil machines in motion; work in the stainer and clay-making departments or at colour-spraying with inks mixed with inflammable materials; make glue or tend the conveyor back or Brackett cutting knife in the second-way cutting operation.

In addition, the leaflet specifies a large number of power-driven machines, the operation, feeding or tending of which is considered unsafe for young workers.

Comparatively safe is the operation of machines such as are used for box-stripping, bundling, making envelopes, folding and gluing, hole punching, jogging, merchandise-marking, patching, sewing, stripping, taping, wiring and tag-stringing; and the operation of partition slotters, automatically fed; rewinders; printing presses automatically fed, cylinder or platen. Young persons may safely take away from the following: corrugators and single or double-facer machines; die-cutting and creasing presses, cylinder; parchmentizing, waxing and coating machines; printing presses, cylinder; quadruple stayers; sheeters; wrapping machines, automatic; roll slitters, slotters, scorers and creasers.

Considered generally suitable for young workers is work in connection with packing, boxing, shipping and hand trucking of finished products; work in connection with the silk-screen process; work as compositors and lock-up helpers in box printing and as helpers in ink and plate department; die-mounting; general labour and clean-up work and other miscellaneous occupations.

Social Security

Administration of Family Allowances in Canada

THE Canadian Family Allowances Act came into operation in July, 1945. Under its provisions allowances of from five to eight dollars per child are paid monthly to the mothers of children under sixteen years of age.

By November, cheques were being issued to 1,363,802 families, and 3,222,946 children were benefiting by the allowances. An average of \$14.16 was being paid monthly per family, and \$6.12 per child.

The total amount paid out in family allowances from July until the end of December was approximately \$113,742,000.

The total estimated cost of family allowances is placed at \$250,000,000 annually although a considerable portion of this sum is recoverable through refunds under existing income tax regulations.

Relation of Allowances to Income Tax

As the allowances are tax free, they do not put recipients in a higher income bracket. However, as Parliament has approved the principle that individuals cannot receive both full family allowance payments and full income tax deductions for children, the extent to which income taxpayers benefit is graded according to income.

The Income Tax Division has worked out two schedules to deal with family allowances and income tax credits. The first schedule concerns families up to and including three children, the second concerns families with four or more children. Under this scheme the full amount of the family allowance received is retained by heads of families with three children or less as long as income does not exceed \$1,300. Heads of families with four or more children can retain the full family allowance if income does not exceed \$1,400.

Between these lower income levels and upper levels of \$3,200 and \$3,600 respectively, graduated percentage deductions are made. In the first group persons cease to benefit when income passes the \$3,200 mark and in the second group they cease to benefit when income passes the \$3,600 mark.

Administration of Act

The Family Allowances Act is administered by the Department of National Health and Welfare.

In order to facilitate administration, the Department set up regional family allowances offices in each provincial capital. To these were attached branch offices of the Comptroller of the Treasury so that cheques could be handled on a regional basis. The total number of employees in the nine regional family allowances offices is slightly over 500 and treasury office staffs number approximately 560. Administrative costs plus treasury costs amount to between one and two per cent of the total estimated cost of family allowances.

In putting the Family Allowances Act into operation, one of the first steps, taken in co-operation with the Vital Statistics Branch of the Dominion Bureau of Statistics, was to work out a plan whereby, generally, provincial records of vital statistics became available for federal use in checking and controlling departmental records. Had such an arrangement not been possible, in all probability each parent would have been required to supply birth certificates for each member of the family registered for an allowance. A sudden demand for over two million birth certificates could not have been handled by the provinces without staffs doubled or tripled in size. Accordingly, an arrangement was made whereby the registration form was checked against birth indices compiled from provincial records after it had been received by the regional family allowance officer. For children not born in Canada, reliance was placed on the records of the Immigration Branch of the Department of Mines and Resources and other sources of information.

The mechanics of obtaining provincial records began with microfilming all birth registrations since 1925. The federal government assumed the entire cost of the microfilming process—film, cameras and technicians to do the job. It further agreed to pay 10 cents per name for each microfilm of new

STATISTICS OF FAMILY ALLOWANCES IN CANADA, JULY-NOVEMBER, 1945

Province	July	August	September	October	November
TOTAL DISBURSEMENT					
Prince Edward Island.....	\$ 177,058	\$ 179,762	\$ 180,247	\$ 180,724	\$ 180,308
Nova Scotia.....	921,333	1,021,837	1,107,919	1,065,667	1,068,959
New Brunswick.....	849,136	874,203	897,267	914,078	909,118
Quebec.....	5,948,309	5,782,627	6,589,206	6,160,887	6,724,978
Ontario.....	4,836,416	5,415,149	5,358,240	5,534,078	5,652,496
Manitoba.....	1,029,982	1,080,012	1,126,609	1,103,908	1,110,192
Saskatchewan.....	1,397,838	1,450,335	1,458,178	1,470,796	1,477,010
Alberta.....	1,289,084	1,328,773	1,390,950	1,367,858	1,372,094
British Columbia.....	1,111,778	1,152,554	1,176,939	1,187,474	1,201,657
Northwest Territory and Yukon.....	9,137	9,137	21,958	15,502	25,787
Total.....	\$17,560,934	\$18,294,339	\$19,307,513	\$19,050,972	\$19,722,599
NUMBER OF FAMILIES					
Prince Edward Island.....	11,702	11,823	11,813	11,877	11,868
Nova Scotia.....	64,213	68,934	73,031	74,146	74,680
New Brunswick.....	54,036	55,239	56,724	57,264	57,745
Quebec.....	354,831	349,062	388,853	365,987	377,393
Ontario.....	384,921	429,613	424,659	434,215	447,478
Manitoba.....	80,106	82,591	85,592	84,621	85,279
Saskatchewan.....	97,444	100,985	102,017	103,006	103,759
Alberta.....	94,878	97,661	101,439	100,535	101,179
British Columbia.....	95,773	98,387	100,532	102,101	103,350
Northwest Territory and Yukon.....	607	607	690	820	1,071
Total.....	1,237,754	1,294,902	1,345,350	1,334,575	1,363,802
AVERAGE ALLOWANCE PER FAMILY					
Prince Edward Island.....	\$15.13			\$15.22	\$15.19
Nova Scotia.....	14.35			14.37	14.31
New Brunswick.....	15.71			15.96	15.74
Quebec.....	16.76			16.83	17.82
Ontario.....	12.56			12.86	12.63
Manitoba.....	12.86			13.05	13.02
Saskatchewan.....	14.34			14.28	14.24
Alberta.....	13.61			13.61	13.56
British Columbia.....	11.61			11.63	11.63
Northwest Territory and Yukon.....				18.90	24.08
National.....	\$14.18			\$14.27	\$14.46
NUMBER OF CHILDREN					
Prince Edward Island.....	29,207			30,293	30,241
Nova Scotia.....	155,121			177,970	179,437
New Brunswick.....	143,152			153,419	155,447
Quebec.....	1,029,246			1,058,690	1,085,301
Ontario.....	798,725			899,545	917,927
Manitoba.....	169,686			180,312	181,298
Saskatchewan.....	232,966			242,711	243,964
Alberta.....	213,162			226,445	227,701
British Columbia.....	185,579			196,764	199,064
Northwest Territory and Yukon.....				2,038	2,566
Total.....	2,956,844			3,168,187	3,222,946
AVERAGE ALLOWANCE PER CHILD					
Prince Edward Island.....	\$6.06			\$5.97	\$5.96
Nova Scotia.....	5.94			5.99	5.96
New Brunswick.....	5.93			5.96	5.85
Quebec.....	5.78			5.82	6.20
Ontario.....	6.05			6.21	6.16
Manitoba.....	6.07			6.12	6.12
Saskatchewan.....	6.00			6.06	6.05
Alberta.....	6.05			6.04	6.03
British Columbia.....	5.99			6.04	6.04
Northwest Territory and Yukon.....				7.60	10.05
National.....	\$5.94			\$6.01	\$6.12

NOTE.—Average per child and family higher in November than normal in some districts due to retroactive payment of allowances having been made in respect of accounts previously deferred.

birth registrations from July, 1945, once the first backlog of filming had been removed. After the microfilming was completed, one copy was retained in the provincial capitals and one copy sent to the Dominion Bureau of Statistics in Ottawa. From the microfilms, Hollerith punch cards were made out, sorted and tabulated mechanically for use in checking against registration forms.

Under this arrangement each province maintains all its rights and liberties connected with vital statistics but at the same time makes available a national index which may be adapted for future use when other social security measures are under discussion or being put into operation. Incidental advantages include having duplicate records available in case of loss by fire, in decentralization and in having records readily adaptable for cross checking between provinces.

Another way in which the federal government and the provinces co-operate is in looking after the small percentage of families who may not use their allowances correctly. If experience of the Dependent's Allowance Board is any criterion, this percentage is expected to be very small. The Department of National Health and Welfare has no intention of setting up social agencies of its own but will rely on those organizations which have been established under provincial and local auspices to render child welfare services to various groups of the community.

Registration

The initial registration was carried out in Prince Edward Island which provided an ideal proving ground because of its small size and fairly homogeneous population. The form prepared for registration asked seven questions. Only about four per cent of the Prince Edward Island registrations required further correspondence to obtain all the necessary information.

Registration in the other provinces began March 22. Valuable voluntary assistance in opening mail and in certain primary processing of forms was provided by women organized through the Women's Voluntary Services' office in Ottawa. The total number of applications received to the end of July, 1945, was 2,956,844.

Payment of Allowances

Allowances are paid to the mother or guardian of every child in Canada under 16

years of age: (a) who is living in a family unit (that is, the allowances are paid to the person who maintains the child, whether or not he is the real parent, but not to an institution); (b) who has been resident in Canada since birth or for at least three years immediately prior to registration; or (c) whose father's or mother's domicile at the time of the child's birth and for three years previously was in Canada and has continued to be in Canada up to the date of registration; or (d) who was born while his father or mother was a member of the naval, military or air forces of Canada or within 12 months after he or she ceased to be a member of these forces.

The allowance ceases to be payable in the case of a child who is above six years of age and physically fit and fails to attend school according to existing provincial laws, or to receive equivalent training as prescribed in the regulations of the Act. The allowance ends if the child dies or ceases to reside in Canada. Also, if it is reported from credible sources to the director of family allowances that the money is being wrongfully used, consideration is given to the question of procuring a responsible person, other than the parent, to act as payee on behalf of the children concerned.

The monthly scale of payments is as follows:—

Children under 6 years of age.....	\$5
Children between 6 and 10 years....	6
Children between 10 and 13 years....	7
Children between 13 and 16 years....	8

The allowances are reduced after the fourth child as clothing, school books and other equipment can be used again by the younger children of the family. There is a reduction of \$1 for the fifth child, \$2 each for the sixth and seventh child and \$3 for each additional child.

Eskimos and Indians are given separate consideration. Under the terms of the Act, the cheques are to be mailed monthly. As cheques are valueless to Eskimos and as it is impossible for them to be delivered monthly in the northland, arrangements have been made through the Bureau of North West Territories and Yukon and the Indian Affairs Branch of the Department of Mines and Resources to register Eskimos and Indians. Payment is made in cash or in kind, whichever is thought advisable.

Increase in Social Security Benefits in New Zealand

SOcial security benefits in New Zealand have been substantially increased as a result of recent amendments to the Social Security Act.

The effect of the new legislation is to establish a minimum family income of £5 a week for a man, wife and two children. This sum is to be paid by the Government in the event of contingencies such as unemployment, sickness, invalidity, etc. For an unmarried adult the rate is £2 a week, while a married man may receive £2 for himself and £2 for his wife.

In addition family allowances are paid at a rate of ten shillings per child; and these allowances, which formerly had been paid only to persons with an income of less than £5.10.0 a week, will be paid unconditionally after April 1, 1946.

The previous rates of social security benefit had varied for the different contingencies, and had been at a considerably lower level. The new flat rate of £2 a week for each adult, however, applies to almost all types of benefit including unemployment, sickness, invalidity, and old age. An exception is the benefit paid to widows without children, which is £1.10.0. Widows with children receive the full rate of £2 a week, together with family allowance for the children, and may receive a supplementary benefit at a rate not exceeding £1 a week at the discretion of the Social Security Commission. A lesser rate is also paid to persons under 20 years of age, for whom unemployment and sickness benefit rates are £1 a week, and invalidity is £1.10.0.

All benefits are tax free, but payment is subject to a means test and may be reduced if the applicant has a private income over a certain amount, or has accumulated property of more than a certain capital value. Generally, £1 a week of private income is allowable; if the applicant has a greater income, a proportionate reduction in benefit is made, although the reduction is discretionary in the case of unemployment and sickness. "Income", for purposes of the Act, does not include funeral benefits, receipts from sale of property or insurance covering property, or from life insurance policies not exceeding £500.

In regard to property no reduction is made for the value of a beneficiary's home, furniture and personal effects or the land on which his home is built, or for annuities and life insurance policies. Other property up to a value of £500 is also allowed.

Old age benefit, which is payable to persons over the age of 60 subject to a means test, will eventually be paid only to persons between the ages of 60 and 65, since for persons over 65 it will be replaced by universal superannuation, payable as of right to all persons who

reach that age, irrespective of income. The superannuation rate is being increased by stages each year, and will reach a maximum in 1970. By the terms of the new Act, the maximum has been raised from £84.10.0 a year to £104 a year, or £2 a week per person.

No change is made in the provisions of the Act regarding emergency benefits, which may be paid, at the discretion of the Commission, to applicants who for some reason are not qualified to receive other benefits under the Act.

New Zealand's Social Security Act was passed in 1938. Many sections of the program were already in existence, however, under legislation adopted at various times since 1898.

The purpose of the Act was to provide universal protection against loss of income, and also to provide complete medical care.

The social security program is financed from a 5 per cent income tax on individuals and business firms, and a universal social security registration fee, supplemented by a deficiency grant from the Government. (L.G., 1943, p. 50.)

New Zealand Social Security Act

Report to March 31, 1945

FINANCE

Receipts

Social Security registration fees	£ 574,436
Charges on wages and other income	13,663,858
Consolidated Fund ...	4,500,000
Miscellaneous	38,112
Balance	2,945,139

£21,721,545

Payments

Unemployment	£ 27,822
Sickness	351,866
Emergency	105,843
Age	8,492,015
Family	1,405,113
Invalids	1,072,619
Other Monetary	2,078,185

£13,533,463

Medical Benefits	5,234,713
Administration Expense	563,667

£21,721,545

PERSONS GRANTED AND REFUSED BENEFITS

	Unemployment Benefits	Sickness Benefits
Persons granted benefit ..	1,250	26,922
Applications declined ...	958	2,350
Number of persons whose applications were declined, but who were granted emergency benefit on the grounds of hardship	806	525
	3,014	29,797
Total emergency benefits granted during the year		1,799

Rehabilitation

Counselling Services for Members of Armed Forces on Discharge

THE readjustment necessary when a member of the Armed Forces returns to civil life is based on a carefully integrated plan.

The necessity for counsellors in connection with postwar opportunities in civilian life is obvious when it is considered that active service personnel have been isolated from civilian contacts during long periods of service overseas and have become unfamiliar with normal channels of civilian earning power. Realizing this, the Armed Services, Department of Veterans Affairs and the Department of Labour are each providing counselling services all along the rehabilitation path.

Counselling is a carefully designed service to encourage the ex-service man or ex-service woman to select an occupational objective which is logical, in view of his or her background and capabilities, and then to assist that person in completing and putting into action a program which will reach that objective.

This counselling begins while the man is still in the Navy, Army or Air Force, and in many cases long before he has been told to expect his discharge. Just prior to, and immediately after discharge, counselling is continued and again in the readjustment period that occurs when the ex-service person is getting used to being a civilian.

Counselling must necessarily take place over a period of time. Most service personnel will want to think over the postwar undertakings. They could not be expected to make a decision in one interview, or even in two or three. For this reason provision has been made for counselling during the entire transition from life in the Forces to re-settlement in civilian life.

In the early stages it is expected that the service counsellors will provide knowledge of the rehabilitation legislation and start the soldier, sailor or airman thinking about his return to civilian life. The final decision can be made in the discharge or release centre while separation from the Forces is taking place, or in the Department of Veterans Affairs' rehabilitation centre immediately following discharge. Further counselling is provided for persons who change their minds or who find difficulty in carrying out their re-establishment plans.

Five Main Types of Counsellors

Counsellors, so-called, are divided into five main types. The first type is the Service Counsellor in the repatriation depot or discharge or release centre. The second type, known as Armed Forces Interviewing Officer, is an employee of the National Employment Service. He is stationed in the discharge or release centre to provide National Registration certificates and advise on reinstatement and other matters coming within the purview of the Department of Labour.

In the Department of Veterans Affairs' rehabilitation centre, to which discharged persons are directed for counselling and advice on grants and benefits, the third type of counsellor is found. He is known simply as Department of Veterans Affairs' counsellor and is qualified to suggest and recommend on all phases of a veteran's re-establishment. The fourth type, Veterans' Employment Adviser of the Department of Labour, forms part of these rehabilitation centres and has the function of advising on matters of employment.

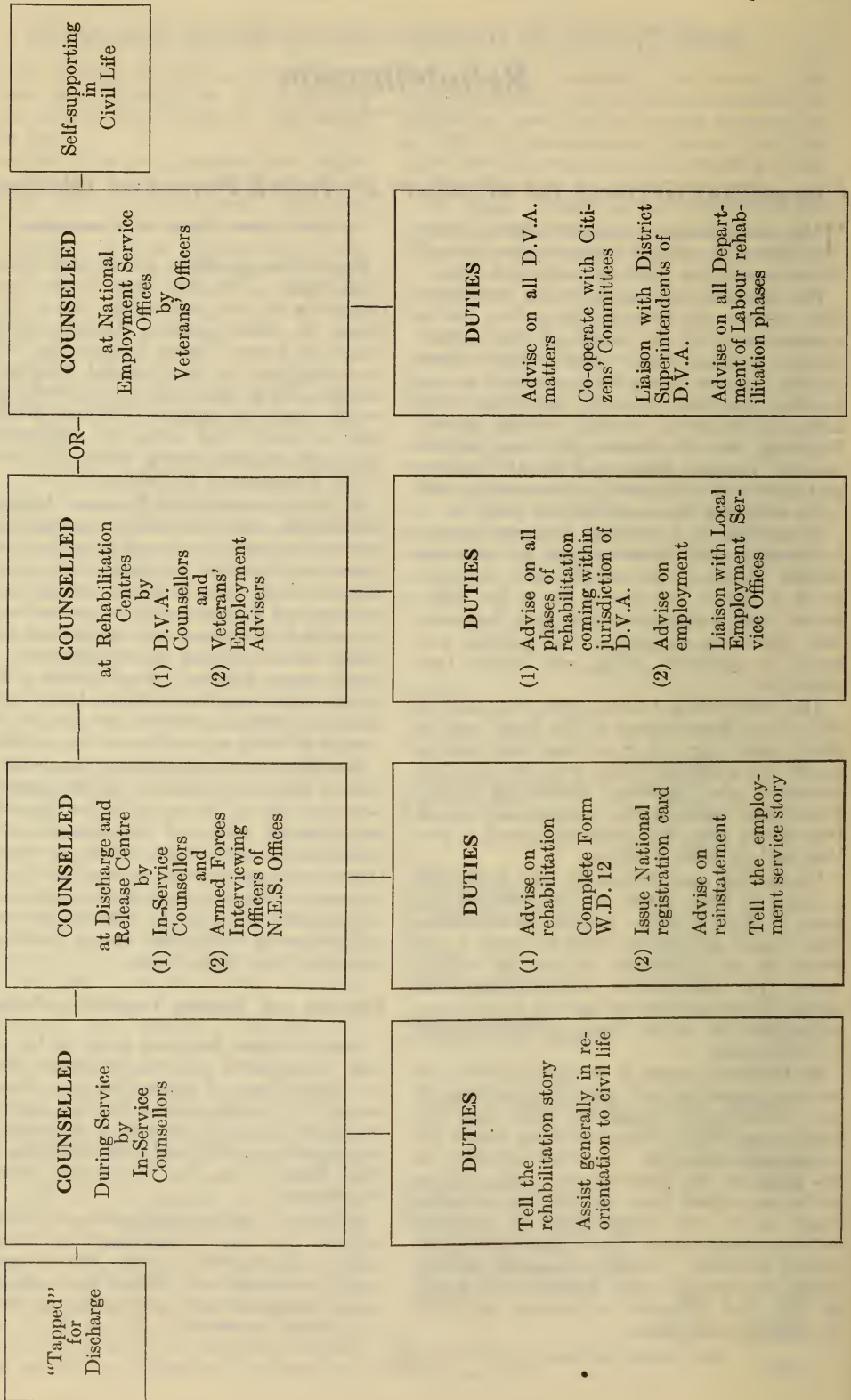
The fifth type is available to ex-service persons in the local offices of the National Employment Service in centres where there is no rehabilitation centre of Department of Veterans Affairs. This type, known as Veterans' Officer, is a member of the staff of the Employment Office, but is authorized also to deal with matters affecting Department of Veterans Affairs having been given special training by officials of that Department.

Selecting and Training Counselling Personnel

Much thought has been given to the selection of personnel who will undertake the job of counselling. A counsellor is, therefore, usually well educated and has had experience in several lines of occupation, in order that advice given to men and women coming from the Forces can be based on practical experience.

Extensive training programs have been developed by the Department of Veterans Affairs. Counsellors in the Armed Services and Department of Labour are trained at these courses, as well as Department of Veterans Affairs' personnel.

COUNSELLING SERVICES—REHABILITATION PROCEDURE



Service Interview Summary (W.D. 12)

The counselling procedure is based on a Service Interview Summary which is made on a form known as a "W.D. 12". This W.D. 12 is a confidential document completed at discharge and release centres by personnel of the Navy, Army or Air Force.

The service interview summary is designed to present all details pertinent to civil re-establishment of ex-service personnel. This record presents a comprehensive picture of the service person's status at the time of discharge. It contains the following:

- (1) Pre-enlistment documents and service experience.
- (2) Dischargee's statement on future plans.

- (3) Appraisal of dischargee's civilian and service background, and civil objective.
- (4) Service counsellors recommendation as to the course of action to be taken by the dischargee.

Four copies of the W.D. 12 are made and it is distributed to the Records Branch of the Service, District Office of D.V.A., Head Office of D.V.A., Ottawa, and to Local National Employment Service Office.

The gap that will occur in the lives of service personnel as they leave the Armed Forces for a civilian career provides the opportunity for counselling. During this period many men and women will be shaping their future lives and the objective of the entire counselling program is to provide information and assistance for them during the all-important period.

Placement of Ex-Service Personnel by National Employment Service

THE service rendered to the veteran by the National Employment Service begins before discharge actually takes place. When a man is about to be discharged from any of the Armed Services he is interviewed at the Army, Navy or Air Force discharge unit by a representative of the local employment office. The interview is primarily for the purpose of advising that man on his rights in regard to reinstatement, rights under the Unemployment Insurance Act, possibilities of employment, etc. Officials who carry out interviews are required to be familiar with the provisions of the Reinstatement in Civil Employment Act and they must also have a good knowledge of the Unemployment Insurance Act, particularly as it affects discharged persons. During the interview the employment officer provides each person being discharged with a National Registration Certificate or a 14-day temporary permit. This is a service which was undertaken at the request of the Department of National Defence in order that persons being discharged might be supplied with National Registration Certificates at the time of discharge, instead of having to report later at post offices in order to obtain them.

The Armed Forces' interviewing officers at discharge centres are concerned with three different groups:—

- (a) Those who are not seeking employment of any kind.
- (b) Those who are seeking reinstatement in their old jobs.
- (c) Those who are seeking new employment.

For those who are not seeking employment, there is, of course, no service necessary by the employment officers at the discharge centre. To those who are seeking reinstatement in their old job, the employment office representative issues a reinstatement permit at the discharge establishment. Such ex-service personnel are, therefore, able to go immediately to their old employers and be reinstated without the bother of having to call at the local Employment Office. Those who are seeking new employment are given a letter of introduction to the Manager of the local employment office in the town where they intend to reside. Presentation of this letter insures that the applicant will be at once referred to the proper official dealing with ex-service personnel.

Procedure in Local Offices

At each local office there has been established an Armed Forces Registration Unit. In the larger offices an actual unit has been set up to carry out the special function involved, which consists of insuring that discharged persons reporting to that office for employment, receive preferred attention until such time as they are placed in suitable jobs. The size of the office has a considerable bearing on the actual physical set-up. Employment offices vary in size from those having hundreds of employees to those which have only three employees. In the smaller offices, special consideration for discharged persons is easy to arrange and is naturally looked after by the manager himself. But in the larger offices,

personnel have been provided for the purpose of operating Armed Forces Registration Units. The procedure in these larger offices is therefore, of necessity, more complicated than it is in the smaller offices. Any discharged person reporting to an office is immediately referred by the information desk to an official whose duty it is to look after the Armed Forces.

This official briefly explains the operation, advice and assistance to ex-service per- checks to make sure that the applicant has been given all the information which should have been conveyed to him in the pre-discharge interview. The A.R.F.U. official then registers the man on employment office Form 701. This form gives the relevant information necessary about the man's occupational history and lists his primary occupation and also a secondary occupation if he has one. If he is entitled to veterans' preference, this fact is noted on the card by the initials "VP" in red ink. Veterans' preference is a preference in referral and is given to those who have had overseas service or who are in receipt of a pension. The applicant is then taken to the appropriate section for actual placement. (There are separate sections for the different types of employment, for example, skilled trades, unskilled labour, clerical and sales, etc.). The official dealing with the applicant in that section will refer him to a job if one is available immediately, or explain to him there is no suitable job available and that a call will be sent out to him as soon as there is one. When a man is referred to a job he is given an introduction slip to the employer. If accepted, the employer returns the confirmation slip to the local office.

Follow-up Service

In order that the A.F.R.U. may maintain a proper follow-up of all ex-service personnel, a card index system is maintained. By checking over these cards daily, the A.R.F.U. officials can pick out those who have been registered for the longest periods. They then check with the Selection Sections and make every endeavour to discover an opening to which these men can be referred. Also many persons are not placed in suitable employment in the first instance and it is the duty of the A.F.R.U. to follow up all such cases until suitable employment has been found.

The Department of Veterans Affairs has assumed the responsibility for the placement of handicapped veterans. However, the Casualty Rehabilitation Officers of that Department and Special Placement Sections of the Employment Offices of the Department

of Labour work in the very closest co-operation. Actually co-operation is so complete that it would appear that these officials were working for one Department rather than for two.

The co-operation between the Department of Veterans Affairs and the National Employment Service extends even further than this. In every local employment office there is an official whose duty it is to provide information, advice and assistance to ex-service personnel on the rehabilitation program generally. These "Veterans Officers", in addition to their training in the Employment Service, have also been trained by the Department of Veterans Affairs, so that they are thoroughly familiar with all aspects of the rehabilitation program.

In every D.V.A. Rehabilitation centre the National Employment Service has Veterans' Employment Advisers.

Features Veterans' Skills

A comprehensive campaign through the medium of newspaper and radio directed to prospective employers, to popularize the ex-servicemen's trades' skills and qualifications, obtained while in the Services has been initiated by the Dominion Department of Labour, according to Arthur MacNamara, Deputy Minister.

Thousands of servicemen discharged from the forces are skilled or semi-skilled in many occupations directly applicable to civilian use, but many thousands more have obtained experience, including the development of personality and good judgment which will be invaluable to the future employer. Draftsmen, stationary engineers, mechanics, accountants, office workers and countless service trades that have civilian equivalents are listed with local offices of the National Employment Service. Many who were air-frame mechanics, radar operators, carpenters, cooks and engineroom personnel are fitted to take up employment with little or no specific civilian training. Over 250 "skilled" service trades are represented by ex-servicemen's applications for employment.

The Dominion-wide appeal, addressed directly to "Mr. Employer" is designed to facilitate the bringing together of employer and the veteran-employee through the agency of the National Employment Service. Especially featured in the day to day National Employment Service advertising, "Employment News" and "Jobs Available", business executives and employers on the lookout for alert, trained, dependable workers who have deserved well of their country, by their sacrifices during the recent, fateful, wartime period will find prominently listed the facili-

ties of the local employment offices with regard to the provision of ex-service personnel immediately available for the jobs offered.

Mr. MacNamara stated: "While it is the object of the National Employment Service to assist all citizens in obtaining the most suitable employment, it is however, felt at

this time, with the swelling numbers of discharged servicemen and women that special attention should be brought to their skills and aptitudes which are vitally important in assisting industrial reconversion—the Canadian serviceman helped win the war; his skill will help win the peace, too".

*Student Veterans' Conference**

REHABILITATION problems of especial interest to Canada's student veterans were discussed at a Conference in Montreal the last week of 1945. Sixty delegates were present, representing 15,000 student veterans in 25 Canadian Universities. The Conference, sponsored by the Dominion Command of the Canadian Legion, was presided over by J. L. Starkey of the McGill University Veterans' Society. Air Marshal L. S. Breadner, Admiral Percy Nelles, Major-General E. L. M. Burns, Brigadier M. F. Gregg, V.C., Lt.-Col. Paul Triquet, V.C., and the principals of twelve Canadian Universities attended the Conference.

Three panels, each conducting a series of investigations based on a coast-to-coast survey on the cost of living and university facilities, formed the nucleus of the Conference. The chief topics dealt with by the three panels were: (1) maintenance allowances; (2) housing accommodation; (3) university facilities. Toward the close of the Conference the panels assembled to study the proposals arising from the discussions and to prepare recommendations for submission to council.

Outlook of Dept. of Veterans Affairs

In his address at the opening session, Major-General Burns, representing the Department of Veterans Affairs, stressed the Government's faith in the youth of Canada and commended the goodwill and endeavours of all the student veterans. Regarding the present situation, he said:

"I believe that you should envisage the question of maintenance allowance as a

social problem. You are not the only ones affected in this respect. All the other veterans, as well as the producers in Canada, are faced with difficulties of re-conversion.

"You must guard against using individual and isolated cases as a base for any suggestion you may make in trying to solve your present problems. We are well aware of these cases and we feel they deserve sympathy. Nevertheless legislation must be applied for the majority and not for a few individuals."

During the last two days the Conference met in closed sessions. Housing accommodation and University facilities were debated; the coast-to-coast survey supplying most of the basic material for the discussions.

Among the recommendations in the resolutions passed for presentation to the Federal Government were the following:

- (1) An increase in monthly allowances of \$20 for single veterans and \$40 for married veterans.
- (2) Additional funds available through low interest loans to complete technical education beyond the prescribed course or to provide professional equipment after education has been completed.
- (3) The abolition of grant deductions for pensioned student veterans.
- (4) Increased period of time allowed on applications for all types of rehabilitation.
- (5) The institution of a Federal Government low cost and low rental building programs for all citizens.

A number of additional recommendations were listed to provide better facilities for educational, professional and vocational training.

* On January 19, as the LABOUR GAZETTE was going to press, a deputation of student veterans, headed by J. L. Starkey of McGill University, presented a brief based on the above resolutions to Walter Tucker, M.P., acting for Hon. Ian Mackenzie and Walter S. Woods, Deputy Minister of Veterans Affairs.

World Federation of Trade Unions Meets in Paris

IN accordance with the decision arrived at, at the first congress, which was held in London, England, in February, 1945, (L.G. April, 1945, p. 557), the Conference of the World Federation of Trade Unions was re-convened in Paris, France, on September 25. The sessions lasted for two weeks, concluding on October 8, 1945. Some 300 representatives of labour organizations of 56 countries attended. Canada was represented by Mr. Pat Conroy, Secretary-Treasurer of the Canadian Congress of Labour. The Trades and Labour Congress of Canada, which was represented at the London meeting, did not send a representative. Two delegates from the I.L.O. were present as observers.

The Conference was opened by M. Jouhaux, French labour leader who referred to French workers as "profound internationalists". At the opening session the following delegates were chosen Presidents to direct the sessions in rotation: M. Jouhaux, France; Sir Walter Citrine, Great Britain; M. Kuznetsov, U.S.S.R.; Mr. Sidney Hillman, U.S.A.; Senor V. Lombardo Toledano, Mexico, representing Latin America; Mr. Chu Hsueh-fan, China; and Herr Lindberg, Sweden. The last named was selected as representative of the smaller countries. The Administrative Committee, appointed at the London meeting, met in Paris during the week preceding the Conference under the chairmanship of M. Louis Saillant, of France, and prepared the agenda for the Conference.

Constitution of Federation

One of the most important and exacting tasks undertaken by the Conference was the consideration and final approval of the constitution of the new Federation. The basic draft had been prepared by the continuing committee set up by the London Conference at meetings held in Paris, Washington and San Francisco during the spring and summer months of 1945 for submission to the member organizations in time for study before the Conference in Paris in September. Following lengthy discussions it was given final approval at the session held on October 3, 1945.

As set forth in the constitution, the prime purposes of the Federation are as follows:

"(a) To organize and unite within its ranks the trade unions of the whole world, irrespective of considerations of race, nationality, religion or political opinion;

"(b) To assist wherever necessary, the workers in countries socially or industrially less developed, in setting up their trade unions;

"(c) To carry on the struggle for the extermination of all fascist forms of government and every manifestation of fascism, under whatever form it operates and by whatever name it may be known;

"(d) To combat war and the causes of war and work for a stable and enduring peace;

by giving full support to the establishment of a powerful and effective international organization armed with all necessary power to prevent aggression and maintain peace; by supporting the widest possible international co-operation in the social and economic spheres and measures for the industrial development and full utilization of the resources of the undeveloped countries; by carrying on a struggle against reaction and for the full exercise of the democratic rights and liberties of all peoples;

"(e) To represent the interests of world labour in all international agencies whose responsibility will be to solve the problems of world organization, resting upon agreements or conventions concluded between the United Nations, and in such other international bodies as may be decided upon by the World Federation of Trade Unions;

"(f) To organize the common struggle of trade unions of all countries against all encroachments on the economic and social rights of the workers and on democratic liberties;

for the satisfaction of the need of the workers for security of full employment; for the progressive improvement of wages, hours and working and living conditions of the workers;

for full and adequate social security to protect workers and their families against the hazards of unemployment, sickness, accident, and old age;

for the adoption of all other measures furthering the social and economic well-being of the workers;

"(g) To plan and organize the education of trade union members on the question of international labour unity and to awaken them to a consciousness of their individual responsibility for the realization of trade union purposes and aims.

Federation Principles

"In order to achieve these ends the World Federation of Trade Unions bases its work on the following principles:

(1) Full democracy within the trade unions of all countries and close collaboration among them;

(2) Permanent contact with affiliated trade union organizations, fraternal support and assistance to them in their work;

(3) Systematic exchange of information and experience in trade union work with the object of strengthening the solidarity of the international labour movement;

(4) Co-ordination of action by the workers' organizations for the realization of their international aims and decisions;

(5) Protection of the interests of the workers in emigration and immigration;

(6) Using every available means of making known and explaining the purposes for which the World Federation of Trade Unions is organized, the objectives which it seeks, its program for the achievement of these objectives and its decisions on specific issues."

Structure of W.F.T.U.

The structure of the World Federation of Trade Unions, as defined in the constitution, provides for: (1) the World Trade Union Congress; (2) the General Council; (3) the Executive Committee; (4) the Bureau of Management.

Composition and Duties of Congress.—

The Congress, consisting of delegates from each of the affiliated trade union organizations, was made the sovereign authority in the Federation. The Congress is to be convened biennially. However, provision was made for convening an extraordinary congress, if the General Council, or the Executive Committee so determines, or on the request of one-half of the affiliated union organizations.

Among the duties assigned to the Congress are the examination and discussion of the reports made by the Executive Committee; consideration of amendments to the constitution; the admission or expulsion of any trade union organization; the election of the General Council, Executive Committee and Auditors and to fix the place and date of the next Congress.

General Council.—

The General Council, which will meet once a year, will be the governing body of the Federation in the periods between Congress-Conferences. Each affiliated trade union or-

ganization is represented on the Council, the number of representatives being in diminishing proportion to the total membership of the organization represented.

Executive Committee.—

The Executive Committee, is composed of 26 members, elected by a general vote of the Congress. It was designed to represent the Congress as a whole and not any particular geographical or trade division. It is to be the governing body of the Federation in periods between meetings of the General Council, and will implement the decisions and resolutions adopted by the General Council and Congress.

Membership on the Executive Committee was distributed as follows: U.S.S.R., three; United States and Canada, three; Great Britain, two; France, two; Latin America and the West Indies, two; Near East and Middle East, one; China, one; Australasia, one; India and Ceylon, one; Scandinavia, one; Western Europe, one; Southern Europe, one; Central Europe, one; South-Eastern Europe, one; and Africa, one. In addition, three members were to be nominated by the Trade Departments and Louis Sallant, General Secretary, was made an ex-officio member.

Canada Represented on Executive

The Canadian delegate, Mr. Pat Conroy, in an address to the Congress urged that Canada by her part in the war had helped substantially to bring victory, "without which we would never be able to have this conference or this federation, here or anywhere else . . . No nation has the right to multiple representation on the Executive Committee", he declared. Continuing, he said: "The big powers have had stewardship of world affairs in their hands for a long time—the world as it is to-day is the result."

As a consequence to Mr. Conroy's efforts, the constitution was amended to permit of Canadian representation on both the General Council and the Executive Committee and he was duly elected as representative from Canada.

Composition of Federation

The World Federation of Trade Unions "shall be composed of the national trade union organizations which affiliate with it at the time of the final adoption of this constitution and such additional national trade union organizations as subscribe to the principles and objects set forth in this constitution . . ." Only bona fide trade union organizations shall be admitted to membership and, as a general rule, affiliation will be confined to a single national trade union centre from each country.

General Secretary

The constitution states that "the General Secretary shall be the principal administrative officer of the Federation of Trade Unions and shall be in general charge of the staff of the administration . . ." He was given authority, subject to ratification by the Executive Committee, to appoint departmental administrative secretaries. The headquarters of the Federation are to be in Paris, France.

Resolutions Considered at Conference

The Federation decided to strive "to increase industrialization and agricultural technical progress under democratic control in all backward countries, in order to free them from their present position of dependence and to improve the standard of living of their populations; and to see that this program is not used for monopolistic profiteering interests, native or foreign . . ."

Representatives of Latin-American countries introduced a resolution recommending that the Executive Committee make a careful study of effective measures "to destroy the control now exercised by international monopolies and trusts at the expense of the working people."

The World Congress renewed "in the clearest and most emphatic terms its claim to effective representation within the international Security Organization and in all international bodies engaged in the tasks of peace and reconstruction". It urged the Executive Committee and its affiliated organizations to continue to

work for representation in the General Assembly and the Social and Economic Council of the United Nations Organization. Further, the Executive Committee was directed "to secure for the W.F.T.U. an opportunity to express fully and effectively its views on the peace treaties . . . to take all necessary steps to secure representation for the W.F.T.U. in all other international bodies and commissions which may hereafter be established for the purpose of dealing with the problems of peace and reconstruction."

It was decided to send a commission to Germany to assist in reconstructing the trade union movement there. This decision was acted upon by the Executive Committee at once.

Other resolutions condemned fascism, racial discrimination and certain political developments in a number of countries, notably Spain, Argentina, Greece and some of the smaller nations of south-eastern Asia. The powers and authority to be exercised by the Executive Committee in the interim between the 1945 Congress and that to be held in 1947, were defined in some detail. The resolutions were fully considered at the plenary session of the Congress and submitted to the Executive Bureau for necessary action.

At the closing session of the Congress M. Jouhaux of France said: "The future is ours if we are conscious of our mission, ours if our solidarity is firm, ours if we remain attached to the ideals which are ours and must become the ideals of all humanity. It is in this hope and certainty that I close this first congress."

Decisions of National War Labour Board

DURING the month of December the National War Labour Board issued decisions in the following cases:—

Johnson and Higgins (Canada) Limited, Vancouver, B.C.

Irving Kline and Sons Limited, Edmonton, Alta.

La Fonderie de Plessisville and Le Syndicat Catholique des Employes de Fonderie de Plessisville.

Toronto Transportation Commission and National Organization of Civic, Utility and Electrical Workers, Branch No. 1.

Dominion Steel and Coal Corporation Limited (Sydney Steel Plant) and United Steelworkers of America, Local 1064.

Canadian Industries Limited, New Westminster Branch, B.C.

Cornwall Street Railway, Light and Power Company, Limited, and Amalgamated Association of Street Railway and Motor Coach Employees of America, Division No. 946.

Andrews Wire Works of Canada, Limited, and Federation of Industrial Workers, Local No. 2.

Canadian Car and Foundry Company, Limited, Fort William, Ont., and Aircraft Lodge No. 719, International Association of Machinists.

Canadian Industries Limited (Hamilton Works) and Canadian Industrial Workers Union, Local No. 2 (C.C.L.).

Union Gas Company of Canada, Limited (on behalf of Windsor Gas Company, Limited) and National Union of Natural Gas Workers, Local No. 1.

Printing Trades of Montreal.

Re: Johnson and Higgins (Canada) Limited, Vancouver, B.C.

Reasons for Decision

This is an appeal by the Company from a decision of the Regional War Labour Board for British Columbia, dated October 15, 1945. Leave to appeal was granted by the Regional Board.

The Company carries on the business of general insurance brokers. It requested the Regional Board to approve a range of rates for its departmental managers in its branch office at Vancouver. The low of the range requested is \$250 per month and because of this fact and of the fact that the applicant had failed to remove the presumption created by Section 15 (1) of Wartime Wages Control Order, 1943, the Regional Board declared the incumbents in the said occupational classification to be above the rank of foreman and subject to Wartime Salaries Order, P.C. 1549.

In all cases such as this one the onus is upon the applicant to provide the Regional Board with a detailed statement of the duties and responsibilities of the employee concerned and of his relationship to other employees. If the applicant so provides, the Regional Board will then be in a position to say whether the presumption has been removed. We have examined the Regional

Board's file in this case. After reading the material therein contained we must say that the Regional Board could not properly have reached any conclusion other than that expressed in its decision.

The submissions on appeal contain a statement of the duties and responsibilities of the Company's departmental managers in its Vancouver office. Their relationships to other employees are also clearly indicated. We are satisfied that the Company has now succeeded in removing the presumption above referred to and in consequence, the incumbents in the said position may be deemed to be of the rank of foreman or comparable rank and therefore subject to Wartime Wages Control Order, 1943.

The fact that other Regional Boards have assumed jurisdiction over the Company's departmental managers in their respective regions is not of itself to be regarded as a precedent binding on this Board. Our decision in this case, however, will have the effect of maintaining uniformity in the administration of the said Order as the same concerns the occupational classification involved in this appeal.

December 3, 1945.

Re: Irving Kline and Sons Limited, Edmonton, Alta.

Reasons for Decision

This is an application for leave to appeal and an appeal from a decision of the Regional War Labour Board for Alberta, dated August 29, 1945, which said decision was modified by that Board on September 19, 1945.

An investigation into the payroll records of the Company made it appear to the Regional Board that the Company had committed certain violations under the Wartime Wages Control Order, 1943, in that it had, without authority, created the occupational classifications of "Engraver" and "Head Cashier-Bookkeeper" and further, that it had, without authority, established rates for that "Engraver" and from time to time increased the rates for the other classification. The Regional Board, quite properly, continued the investigation and as a result the Company applied to the Regional Board for permission to establish the occupational classifications and for approval for the wage rates being paid.

By its first decision the Regional Board dismissed the application and announced that it proposed to invoke the provisions of Section 39 of the Order and to declare to the Minister of National Revenue for disallowance as abnormal expenses, the amount of the wages which had allegedly been paid in contravention of the provisions of the Order and of previous Wage Control Orders. On September 19 the Regional Board, upon reconsideration of the case, approved the rates with effect from April 2, 1945. The limitation in the retroactive effect of the second decision still left a sizeable amount for disallowance as aforesaid.

The appellant takes the position that in respect of the occupational classifications in question it had previous authorized single rates within the meaning of the Wartime Wages Control Order, 1943, and, accordingly, the provisions of the Order have not been violated. It is upon this ground that the appellant asks this Board to review the Regional Board's decision and relieve it from the penalties imposed.

The expression "previous authorized single rate" is defined in Wartime Wages Control Order, 1943, and it includes any wage rate established under Wartime Wages and Cost of Living Bonus Order, P.C. 8253, or the Wartime Wages Control Order, P.C. 5963. Section 16 (1) of P.C. 5963 provided in effect that the rates paid by an employer on November 15, 1941, would be his "authorized rates". More-

over, the section provided that if on said date there was a temporary vacancy in any occupational classification in which there had been an incumbent at any time within four years prior to the anchor date, the employer was entitled to use the rate paid during such prior time as the "authorized rate" for that classification as and when the position was again filled.

The employer did have an engraver in its employ on November 15, 1941. The evidence is clear on this point. That engraver was, as of the anchor date, a part time employee. His wages for such part time service were equivalent to the rates now being paid for full time service. It has also been clearly indicated that within the four years prior to November 15, 1941, the employer did have a full time engraver and did pay that employee the rate which was approved by the Regional Board in its decision of September 19.

In respect of the engraver we find that the appellant was entitled to pay its engraver at the rate mentioned in the Regional Board's decision. That being so, it follows that the employer did not commit any violations of the Order in respect of this classification.

The problem concerning the head cashier-bookkeeper is quite different from that of the engraver. In this case the employee in said classification was, on November 15, 1941, a stenographer, and from the submissions made in this case it would appear that she continued in that classification until July 15, 1942, at which time the incumbent in the employer's occupational classification of "executive office manager" enlisted in the armed forces. Thereupon the stenographer was given added duties, some only of which had previously been assumed by the executive office manager.

The duties and responsibilities of the head cashier-bookkeeper are not the same as those previously assumed by the executive office manager. The occupational titles are different. Moreover, the rate of pay of the head cashier-bookkeeper is considerably below the rate established for the executive office manager.

It is our view that the appellant did not have in its employ on November 15, 1941, a head cashier-bookkeeper and had no authority to pay the rates which it set up from time to time for the incumbent in that position.

The rate approved by the Regional Board for the occupational classification of head cashier-bookkeeper has been paid by the employer since May 1, 1944. As above stated, the Regional Board made its decision retroactive to April 2, 1945. Having regard for all the circumstances in this case, and not

overlooking other decisions of the Regional Board made in similar cases, we think it fair and reasonable that the approval granted by the Regional Board should have effect from May 1, 1944.

The amount of wages paid to the employer's head cashier-bookkeeper prior to May 1, 1944,

in contravention of the Order and of Wartime Wages Control Order, P.C. 5963, shall be certified to the Minister of National Revenue for disallowance as abnormal expenses.

There will be a Finding and Direction accordingly.

December 3, 1945.

Re: La Fonderie de Plessisville and Le Syndicat Catholique des Employes de Fonderie de Plessisville

Reasons for Decision

With leave of the Regional War Labour Board for Quebec the Company now appeals from a decision of that Board dated August 13, 1945.

The decision was made in pursuance of an application by the Syndicate for a direction to increase wage rates by five cents an hour for all employees represented by the Syndicate. The Company countered with a proposal to adjust in varying units the wage rates for some of the classifications. The Regional Board, after having made a survey of the wage rates in the plant and studied the same in relation to those in other comparable plants, directed the Company, with effect from July 10, 1945, to increase the wage rates for moulders by five cents, and for all other employees excepting tinsmiths and certain apprentices three cents an hour, and for some of the apprentices two cents an hour.

After reading the appellant's brief and rebuttal herein and after hearing representatives of the Company as well as of the Syndicate, we have come to the conclusion that there was not sufficient evidence placed before

us to justify our finding that the Regional Board erred in its decision.

The Company on appeal entered a plea of inability to pay the increased rates. It filed certain general financial statements and two duly certified financial statements. These have been carefully examined. Notwithstanding such examination we are unable to find that the proposed increase in wage rates will be beyond the Company's ability to pay without increasing the price of his products. In order that any employer may avail himself of such a plea there must be placed before us clear and indisputable evidence on such issue. The evidence adduced in this case falls short of such standard.

The Syndicate entered a cross-appeal in which it requested this Board to vary the Regional Board's decision and direct the 5-cent increase. Little, if any, attempt was made by the Syndicate at the hearing to support its cross-appeal and we find that there is no evidence to justify our disturbing the Regional Board's decision.

The appeal and the cross-appeal is accordingly dismissed and there will be a Finding and Direction accordingly.

Re: Toronto Transportation Commission and National Organization of Civic, Utility and Electrical Workers, Branch No. 1

Reasons for Decision

This decision concerns appeals from two directions of the Regional War Labour Board for Ontario dated June 12, 1945, and August 24, 1945. The Commission, with leave of the Regional Board, appeals from the first direction and both parties join in an application for leave to appeal and an appeal from the second, the Regional Board having refused leave to appeal from the latter.

It seems appropriate to set forth the sequence of events culminating in these proceedings.

(1) On October 12, 1944, on an application by the Union representing approximately 75 employees in the electrical department of the Commission, the Regional Board granted a wage increase amounting to 5 cents per hour.

The Commission appealed that decision, and the National Board on March 15, 1945, set aside the decision of the Regional Board. In our "Reasons for Decision" issued at that time (L.G., April, 1945, p. 470) we stated, in part, as follows:

Apparently this wage increase was granted as a result of a comparison with the rates paid to similarly designated employees of the Bell Telephone Company and the Toronto Hydro Electric System. It seems to this Board, after careful consideration of the Union's argument, that in determining whether a "gross inequality" existed, the Regional Board should have restricted its comparison to employees of comparable units in the same industry, namely the local transportation industry.

(2) Following our decision of March 15, conferences were held in April between officers

of the Union and the Commission, at which a Conciliation Officer from the Department of Labour took part. At the hearing of this appeal it was stated that the object of those conferences was exploratory in the effort to find some common ground within the wage structure of the industry upon which to base comparisons, but no final agreement seems to have been reached nor was any further action mutually decided upon. Be that as it may, on May 2, 1945, the Union made a further application to the Regional Board as a new case, and the Regional Board proceeded to deal with the application and issued decision thereon, granting substantially the same increase to substantially the same occupational classification as those covered by their previous decision which had been set aside by the National Board. The Regional Board's decision was dated *June 12, 1945*, and is the decision from which the Commission separately now appeals.

The Regional Board's decision on the Union's application of May 2, 1945, having been announced on June 12, 1945, as stated, the Commission sought leave from the Regional Board to appeal to the National Board, which was granted on July 5, 1945.

(3) Shortly after leave to appeal was granted, the employees concerned took action which caused a tie-up of Toronto's transportation system. At the instance of His Worship the Mayor of Toronto an informal Arbitration Board was formed to investigate the dispute. In doing this the Mayor had the concurrence of the Commission and of the Union and both agreed to be bound by the findings of the Arbitrators to the extent that a joint application to implement those findings, would be made to the Regional Board and, if necessary, to the National Board by way of appeal.

The Arbitrators brought in a report which was unanimous insofar as it contained a recommendation for wage adjustments which varied from nothing to six cents per hour as between different classifications. The report also contemplated some breakdown or reclassification of the existing job titles of the employees concerned. The proposed new schedule of wage rates was to be contingent upon a discontinuance of payment of one-and-a-quarter time for straight shifts on Sunday and one-and-a-half time for straight shifts on statutory holidays.

Pursuant to their undertaking, the Commission and the Union then applied to the Regional Board for permission to implement the recommendations of the arbitrators. The Regional Board dismissed the application by its Finding and Direction of August 24, 1945. At the same time the Board indicated that its decision of June 12, 1945 must stand. It

is in respect of the August 24 decision that the joint appeal is made.

In considering this case we have had the benefit of the reports of the arbitrators which form part of the record. In the "Award and Reasons" signed by two of the Arbitrators, reference is made to certain other classifications of tradesmen in the Commission's own employ whose wage rates are cited as furnishing criteria for the arbitrators' finding. However it is noted that the Arbitrators placed much emphasis on wage rates paid to skilled mechanical workers by certain employers in other industries. The report advances these as the principal grounds within the pertinent provision of the Wartime Wages Control Order for the wage increases which the arbitrators recommended for the employees involved in this series of applications and appeals. We had already intimated that we did not consider the wage rates paid by the very employers named in the arbitrators' report, as being admissible to establish such grounds.

During the course of all our deliberations on these issues, we have had knowledge of the fact that hourly wage rates of the employees in the electrical department have, as have the wage rates of all others of the Commission's employees, been supplemented by a special "abnormal traffic" bonus. The amount of this bonus is currently four cents per hour, it has been as high as five cents an hour. It is not clear whether the arbitrators were appraised of the existence of this special bonus.

Charged as the War Labour Boards are with the sole responsibility for administering the Wartime Wages Control Order and adjudicating within its provisions under the policy of wage stabilization, we cannot agree that wages paid in other industries even in the same locality constitute a sound basis for deciding that a condition of "gross inequality or gross injustice" exists. If the basis of comparison chiefly relied on by the majority report of the arbitrators were to be generally adopted in dealing with applications for wage increases, the result, in our opinion, could only be to create still greater inequities in the wage structure. It is obvious that this would defeat the purpose of wage stabilization.

Our views on admissible comparisons in respect of wage rates of the employees of the Commission represented in these appeals have as mentioned above already been clearly set forth in our "Reasons for Decision" of March 15, 1945. We see no valid reason for departing from the principle so enunciated.

There remains the question of whether the wage rates of employees of the electrical department are such as to constitute a gross

injustice or gross inequality within the wage structure of the Commission itself, or for that matter, of the urban transit industry in Canada.

The statement has been made to us and not denied that wages paid by the Commission are as high as those paid in any similar operation. It, therefore, becomes necessary to examine the wage scale of the Commission to ascertain if such inequalities exist. This we have done. Out of approximately 3,300 hourly rated employees of the Commission only some 24 receive higher wage rates than the highest paid hourly rated classifications of these electrical workers. The weighted average rate for the electrical workers shows to advantage when compared with the weighted average rate for approximately 533 of the Commission's other employees in what may be considered as tradesmen categories.

Reference was made at the hearing to a job evaluation survey of the electrical department which the Commission had had carried out by a firm of industrial engineers on or about May last. No such survey was conducted concurrently for the other departments operated by the Commission.

The Regional Board and the arbitrators appear to have had knowledge of the contents of the industrial engineers' report before arriving at their decisions and recommendations, but from the record we cannot find that

any weight was attached to it in reaching their conclusions.

We have been considerably impressed with the comment of the industrial engineers that present job classifications in the electrical department are too broad and may contain within a single classification jobs of widely differing duties and responsibilities, possibly calling for different rates of pay. However that may be, the appeals presently before us are not based on that survey, and, in any event, the National Board could not take a job evaluation of only one department into consideration as establishing properly integrated wage rates in relation to other departments of the same employer unless or until a job evaluation survey had been completed for the operation as a whole.

From our own analysis of the wage rates of the electrical workers *on the basis of their present classifications* in relation to the wage rates of other trades in the employ of the Commission, we cannot find that a "gross injustice or a gross inequality" exists, and we must, therefore, allow the Commission's appeal from the decision dated June 12, 1945, of the Regional War Labour Board for Ontario, which will be set aside, and for the same reason must dismiss the joint appeal from the decision of August 24, 1945.

Finding and Direction accordingly.

December 10, 1945.

Re: Dominion Steel and Coal Corporation Limited (Sydney Steel Plant) and United Steelworkers of America, Local 1064

Reasons for Decision

On January 2, 1945, the Union made application to the Regional War Labour Board for Nova Scotia for a direction requiring the Company to inaugurate a vacation with pay plan, which plan was substantially in conformity with D.B. 17. Prior to that date the parties had been negotiating on the issue but had not reached agreement. For good and sufficient reasons the Regional Board requested the parties to resume negotiations and endeavour to reach agreement. The negotiations terminated in an agreement in writing dated March 3, 1945, and a copy of that agreement was filed with the Regional Board.

On March 7 the Regional Board approved the agreement and provided that it should have effect on January 1, 1945.

Between January 1 and March 7 approximately 300 persons left the employ of the Company. The Company contends that those persons should not receive benefits under the vacation plan because at the time of termina-

tion of service the vacation plan was not a condition of employment. That contention was transmitted to the Regional Board and an interpretative ruling was requested of that Board. On July 11 the Regional Board issued a ruling which, in effect, said that the vacation plan applied to the employees in the service of the Company on January 1, 1945. With leave of the Regional War Labour Board the Company now appeals from that ruling.

It is our view that the interpretation which the Regional Board gave in this case is the proper one. Our understanding is that whenever a direction has retroactive effect it shall be construed as though it had actually been passed on the day named as the retroactive date. That being so, the direction in this case should be read so as to affect persons in the employ of the Company on the effective date of the direction.

The appeal will be dismissed and there will be a Finding and Direction accordingly.

December 7, 1945.

Re: Canadian Industries Limited, New Westminster Branch, B.C.

Reasons for Decision

With leave of the Regional War Labour Board for British Columbia the Company appeals from the decision of that Board dated September 18, 1945, in and by which the Company's District Sales Manager and Salesmen III at its New Westminster Branch were declared to be above the rank of foremen and subject to Wartime Salaries Order, P.C. 1549.

The Company maintains several branch offices in Nova Scotia, Quebec, Ontario, Manitoba and British Columbia. In each branch office there is a District Manager. Other employees, including the District Sales Manager and Salesmen III, in those branches are engaged in selling the Company's products.

The New Westminster Branch is one of the smaller of such outlets of the Company. The District Sales Manager of that branch reports to the Branch Manager. He has two salesmen under his supervision and he is also actively engaged in selling. The sales policy of the Company is formulated at Head Office. The incumbent in the said position is not allowed to deviate from that policy unless

with permission from Head Office or, in some cases, from the Branch Manager.

In our view the Company has succeeded in rebutting the presumption created by Section 15 (1) of P.C. 9384 as it concerns the District Sales Manager, for which classification the Company proposes to pay rates within a range, the low of which is \$250 per month. We are now in a position to declare the incumbent to be of the rank of foreman. It should be noted in passing that all other Regional Boards concerned have assumed jurisdiction over this occupational classification.

Having disposed of the status of the District Sales Manager it follows that the Company's Salesmen III, who are responsible to the District Sales Manager, must be below the rank of foreman. Incumbents in such position handle normal sales and service assignments. The numerals following the word in the title merely designate the grade of salesman.

The appeal is allowed and there will be a Finding and Direction giving formal effect to this decision.

December 10, 1945.

Re: Cornwall Street Railway, Light and Power Company, Limited, and Amalgamated Association of Street Railway and Motor Coach Employees of America, Division No. 946

Reasons for Decision

With leave of the Regional War Labour Board for Ontario, the Company appeals from part of a decision of that Board dated September 13, 1945. The parts of the said decision which are at issue in this appeal concern directions

- (a) to increase by .03c an hour the wage rates and ranges of rates for the Company's several occupational classifications; and
- (b) to pay time and one-half the regular rates for work done on Sunday, if Sunday is not part of the standard work week for any employee concerned, or in the event that Sunday is part of the standard work week of that employee, the premium rate should apply for work done on the seventh consecutive day.

On September 28, 1944, the Regional Board directed the Company to increase wage rates for its employees by .03c an hour. In this appeal, it was argued on behalf of the Company that the Regional Board, when dealing with the wage rates in 1944, rectified all gross injustices or inequalities which then existed and that nothing has transpired since that date which would have the effect of de-

veloping any further injustices or inequalities. The Counsel for the Company further argued that the Board having previously dealt with the wage rates for the employees concerned under Wartime Wages Control Order, 1943, P.C. 9384, is now without jurisdiction to deal further with the same.

This argument has been presented to us in other cases. It is recognized that P.C. 9384 limits the actions of a War Labour Board in such cases. Under that Order a Board may authorize or direct an increase in wage rates to the extent necessary to rectify a gross injustice or gross inequality. It is a question of fact in each case as to whether a War Labour Board has in any decision, completely rectified injustices or inequalities in wage rates.

From the evidence before us in this case, it would appear that the Regional Board, in directing the .03c increase on September 13, 1945, concluded that its 1944 decision did not completely rectify the gross injustice or gross inequality which existed prior to the 1944 decision and, therefore, deemed it necessary and advisable to take a second step to complete the rectification.

This Board finds that there was evidence before the Regional Board upon which it could make the direction contained in its Order of September 13, 1945, and this Board further finds that in reaching the said decision, the Regional Board did not act on any wrong principle and, therefore, the decision on the point in question should not be disturbed.

The second point in this appeal concerns punitive rates for work performed on Sunday, if that day is not part of an employee's work week or if Sunday is part of an employee's standard work week, then the premium rate, according to the Regional Board's decision, should apply to work performed on the seventh consecutive day.

The Company operating a public utility is required to maintain the services on every day in the week. It is not a large organization

and, consequently, must exercise considerable ingenuity to provide the such services having regard for the limited number of its tram car operators. It appears that the Company and the representatives of the employees agreed upon a certain schedule of runs. That schedule provides for the equivalent of one day off for each week in the year. The present working conditions require the Company to pay punitive rates to each employee who is called upon to work on any day which is assigned as his day of rest. Having regard for all the circumstances in this case, we are of the opinion that the present arrangements are fair and reasonable. Accordingly, we allow the appeal on this point.

There will be a Finding and Direction accordingly.

December 7, 1945.

Re: Andrews Wire Works of Canada, Limited and Federation of Industrial Workers, Local No. 2

Reasons for Decision

On July 6, 1945, the Regional War Labour Board for Ontario directed the Company to increase hourly and guaranteed wage rates by 7½ per cent and piece-work rates by 5 per cent, all with effect from November 15, 1944. With leave of the Regional Board the Company appeals from that decision.

Upon the motion of the Union, the Regional Board on further consideration of the original application issued a Supplementary Finding and Direction dated September 15, 1945. In and by that supplementary decision the Company was directed to pay punitive rates for overtime after forty-eight hours per week and for work performed on certain statutory holidays. The Regional Board fixed September 1, 1945, as the effective date for the second decision. The Union appeals from that decision and seeks to have the effective date thereof

coincide with that of the first decision, namely, November 15, 1944.

Appellants who come before this Board should realize that the onus is upon them in every case to show where the Regional Board erred in its decision in that case. It is our view that such onus is much greater even than that which Wartime Wages Control Order, 1943, imposed upon the applicant in his case before the Regional Board.

We are entitled to assume and do assume that the Regional Board in dealing with this case proceeded on proper principles with full realization of the purposes and intent of the said Order. The submissions in this case fall short of indicating that the Regional Board committed any fundamental error in either of its decisions above referred to.

We dismiss both appeals. Finding and Direction accordingly.

December 13, 1945.

Re: Canadian Car and Foundry Company, Limited, Fort William, Ont., and Aircraft Lodge No. 719, International Association of Machinists

Reasons for Decision

With leave of the Regional War Labour Board for Ontario the Union appeals from a decision of that Board dated May 23, 1945. The Union had applied to the Regional Board for a direction requiring the Company to revise certain grades of classifications of production workers, increase rates for certain journeymen and establish ranges of rates for tool makers, die makers, kirksite die makers and pattern makers. The Regional Board declined to revise the grades aforementioned or to increase the journeymen's rates. It allowed in part the

request for ranges for the above-named occupational classifications.

The leave granted by the Regional Board is dated October 9, 1945, four and one-half months after the decision in question. In granting such leave at the time it did, we are obliged to observe that the Regional Board paid scant attention to the provisions of Section 11 of Wartime Wages Control Order, 1943. Notwithstanding the Regional Board's error on this point of procedure we consented to hear the appeal when certain special circumstances in the case were made known to us.

At the time when the union's application was made to the Regional Board, the Company was engaged in full scale operations in the manufacture of aircraft. We are told that those operations have ceased. The Company is now converting its plant to one for the manufacture of a product intended for the domestic market. Employment in the Company's plant is now at a very low point. For those reasons the submissions on the appeal centred around conditions and comparisons which, for the most part, no longer exist.

We are not disposed to disturb the Regional Board's decision concerning the revision of the grades of production workers or the increase in the rates requested for certain

journeymen. We think, however, that the Regional Board would have been justified in providing a range of \$1 to \$1.20 per hour for tool makers, die makers, kirksite die makers and pattern makers. The submissions before us, at any rate, show that the range (\$1-\$1.10) directed by the Regional Board is not broad enough to enable the parties to rectify gross injustices or inequalities in respect of the more skilled employees in those occupational classifications. We fix the range for the employees in question at from \$1 to \$1.20 per hour.

The appeal is allowed to the extent indicated above and there will be a Finding and Direction accordingly.

December 13, 1945

Re: Canadian Industries Limited (Hamilton Works) and Canadian Industrial Workers Union, Local No. 2 (CCL)

Reasons for Decision

On May 22, 1945, the Union applied to the Regional War Labour Board for Ontario for a direction requiring the Company to pay time and one-half to shift workers for work performed by them on Victoria Day and Civic Holiday. On August 27, 1945, the Regional Board approved the application and directed the Company to pay premium rates to those workers for work done on either or both of said holidays.

With leave of the Regional Board the Company now appeals from that decision.

There is attached to the Company's submissions in this appeal a copy of a collective agreement between the Company and the Union, which said collective agreement became effective May 17, 1945, and which is to continue in effect for one year from said date. The agreement has been in effect at all times material to this case. It makes provision for the payment of punitive rates for work done on New Year's Day, Good Friday, Dominion Day, Labour Day, Thanksgiving Day and Christmas Day. Nothing is said about Victoria Day or Civic Holiday.

We think that when parties solemnly enter into a collective agreement they should be prepared to abide by the terms thereof, otherwise there would seem to be little point in having such an agreement in existence. In this case, and within 5 days from the effective date of the agreement, steps were taken which led to a direction which virtually changed the agreement, contrary to the expressed views of one of the contracting parties.

There is no question of misunderstanding of the terms of the agreement. It was admitted that the issue involved in this appeal was discussed between the parties prior to the date of the agreement. From this we can only infer that the issue was then abandoned so as to enable the parties to complete negotiations and put in writing matters upon which agreement had been reached.

Having regard to the foregoing it would not be fair or reasonable to *direct* the Company to pay the punitive rates aforementioned. There will be a Finding and Direction allowing the appeal and revoking the said Finding and Direction of the Regional Board.

December 14, 1945

Re: Union Gas Company of Canada, Limited (on behalf of Windsor Gas Company, Limited) and National Union of Natural Gas Workers, Local No. 1

Reasons for Decision

An appeal by the Company from a decision dated August 1, 1945 of the Regional War Labour Board for Ontario who, on an application for a general increase of 5 cents per hour, directed for certain classifications an increase of 5 cents in the minimum and 4 cents in the maximum of the ranges of wage rates and refused any increase to the other

classifications represented by the union. The union cross-appeals and asks this Board to extend the increase directed by the Regional Board to all classifications.

The application to the Regional Board was made by the union for the purpose of obtaining, in effect, the equivalent of the increase in the cost-of-living bonus which had been denied by this Board in its decision of October

26, 1943 (L.G., November, 1943, p. 1494). In fact, the opening paragraph of the said application so stated in other terms.

The decision of the Regional Board is evidently unsatisfactory because no reason appears why certain classifications were increased while others were not. Having considered the matter in the light of the Wartime Wages Control Order, 1943 (P.C. 9384), and in view of the main purpose of that Order which was to stabilize the wage structure in Canada,

except in cases where "gross injustices" or "gross inequalities" were shown to exist, this Board has come to the conclusion that changes in the schedule of wage rates paid by this Company at this time be brought about by collective bargaining rather than by mandatory order of a War Labour Board. Consequently, there will be a Finding and Direction allowing the appeal and dismissing the cross-appeal.

December 20, 1945.

Re: Printing Trades of Montreal

Reasons for Decision

In 1941 and pursuant to the provisions of the Collective Agreement Act of the Province of Quebec, employing printers and representatives of employees in the printing industry in part of the Province of Quebec negotiated a collective labour agreement. The agreement was promulgated by a decree issued by the Minister of Labour of that Province on April 24, 1941, as No. 987.

The decree, inter alia, divided that part of the province affected into five zones. They are numbered I, II, II-A, III and III-A. Minimum wage rates in varying amounts were established in each zone for each occupational classification in the industry.

The decree designated as employers in Zone II, those in certain named cities and towns who confine their operations to job printing, and in Zone II-A those in the same cities and towns who, in addition to carrying on job printing, publish one or more weekly newspapers. The minimum rates in Zone II-A are lower than those in Zone II. Zones III and III-A comprise the balance of the territory concerned not specifically included in the other zones. The distinction between employers in Zones III and III-A corresponds with that existing between employers in Zones II and II-A. Likewise the minimum rates set in Zone III are higher than those in III-A.

The appellants' submissions were directed to Labour Board for Quebec for an order to increase the minimum rates in Zone II-A to the level of those in Zone II and in Zone III-A to the level of those in Zone III. The Regional Board dismissed the application but granted leave to appeal to this Board.

Evidence was tendered to show that the degree of skill required of an employee in a given occupational classification in either Zone II-A or III-A is precisely the same as that

required of an employee in the same occupational classification in Zone II or III, respectively. Further it was argued that since the minimum rates for Zone II-A employees were lower than those for Zone II employees, a gross inequality exists in respect of those minimum rates affecting Zone II-A employees. The same argument was made in support of the Zone III-A employees.

The appellants' submissions were directed to the question of inequality in the minimum rates as between zones. We pointed out during the hearing and now repeat, that the fixing of minimum rates, as such, forms no part of the functions of this Board. We are required to deal with actual rates. It was admitted by the appellants that the rates actually being paid are above, and in many cases considerably above, the minima provided. No attempt, however, was made to prove any gross injustice or inequality in respect of any wage rates actually paid. Accordingly we are unable to give any consideration to that problem.

Nothing in these reasons shall be construed as an expression of opinion concerning the propriety of subdividing Zones II and III. There must have been some good and valid reason behind the action taken by the parties and the provincial authorities when they subdivided these zones. If any change is to be made therewith the parties and those authorities should make them. It must be understood, however, that if any adjustment of the minimum rates make it necessary for an employer to increase wage rates in excess of the rate mentioned in Section 23 of the Order, then and to the extent of such excess approval by the Regional Board will be required.

We confirm the decision of the Regional Board and dismiss the appeal. A Finding and Direction will issue accordingly.

December 1, 1945.

Industrial Disputes and Conciliation

Introduction

THE *Industrial Disputes and Conciliation* section contains monthly articles dealing with proceedings under the National Wartime Labour Relations Regulations and with proceedings under the Conciliation and Labour Act and other legislation.

The articles on strikes and lockouts, formerly included in this section, may be found elsewhere in this issue.

Under the Wartime Labour Relations Regulations, P.C. 1003, the Government has extended its jurisdiction over employer-employee relations which are normally exclusively within the provincial field to the extent considered necessary to cover adequately employers and employees in industries "essential to the efficient prosecution of the war," but without attempting to include other industry which has not a direct bearing on war production. In so far as these latter industries are concerned, each province can make its own decision as to whether or not they shall be brought under the Regulations.

Agreements have been made under the Regulations between the Dominion and every province except Alberta and Prince Edward Island providing for the setting up of provincial agencies for the administration of the Regulations.

The work of the Wartime Labour Relations Board (National) is here described in two separate articles. The first deals with applications made by unions for certification and their disposition by the Board; the second describes conciliation proceedings under the Regulations and includes the reports of Boards of Conciliation.

Conciliation proceedings are also carried on by the Industrial Relations Branch of the Department of Labour under the provisions of the Conciliation and Labour Act which empowers the Minister to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together, and to appoint a conciliator or an arbitrator when requested by the parties concerned; and under P.C. 4020.

Applications for Certification Under the Wartime Labour Relations Regulations

THE Wartime Labour Relations Board (National) met for two days during the month of December. During this period the Board received nine applications, held three hearings, issued two certificates designating bargaining representatives, ordered one representation vote, allowed the withdrawal of two applications and rendered decision in two appeal cases.

Certificates Issued

Following an investigation of the application by an officer of the Board, bargaining representatives as stated were certified in the under-noted case:

Mrs. Leila A. Shore, Sadie Harper, Marion Smith, Sylvana Borden, Evelyn B. Walker and Miss Helen Boutenheimer and the Traffic Employees' Association for cashiers (dining service), C.O. clerks (classes I, II and III), charwomen, cleaners, cooks, dishwashers, junior

dietitians, junior observers, junior operators, junior supervisors, matrons, central office messengers, observers, operators, operators (P.B. X), operators (pay station), senior operators, senior supervisors, storekeepers (dining service), student operators, supervisors and supervisors (P.B.X.) employed by the Bell Telephone Company of Canada, Montreal, P.Q.

Following an investigation, a public hearing and a representation vote ordered by the Board, bargaining representatives as stated were certified in the under-noted case:

Messrs. Georges Fortin and Gerard Poulin and the *Canadian Brotherhood of Railway Employees and Other Transport Workers* for employees of *La Traverse de Levis Limitee, Quebec, P.Q.* Captains, 2nd captains and administrative personnel were excluded from the bargaining unit. (See also *LABOUR GAZETTE*, December, 1945, page 1791, and *Labour Law* section, this issue.)

Representation Vote Ordered

Following a hearing on an application for certification of bargaining representatives submitted by the *Brotherhood of Railroad Trainmen* the Board ordered that a representation vote be taken among the road train conductors employed by the *Temiskaming and Northern Ontario Railway, North Bay, Ontario*. The name of the Brotherhood of Railroad Trainmen and that of the Order of Railway Conductors, the applicant union and intervener respectively, were included on the ballot, which resulted in a majority for the Order of Railway Conductors.

Applications for Certification Withdrawn

1. *International Brotherhood of Electrical Workers, Regional Council No. 2* and the *Canadian Pacific Railway Company, Montreal, P.Q.* (Electrical Workers, Montreal Terminals, etc.) (L.G. Oct. 1945, p. 1459).—On the request of the General Chairman, Canadian Pacific Railway Lines, International Brotherhood of Electrical Workers, the application for certification of bargaining representatives was withdrawn.

2. *International Brotherhood of Electrical Workers, Regional Council No. 2* and the *Canadian Pacific Railway Company Montreal, P.Q.* (Electrical Workers and Helpers in stations and office buildings) (L.G. Oct. 1945, p. 1459).—On the request of the General Chairman, Canadian Pacific Railway Lines, International Brotherhood of Electrical Workers, the application for certification of bargaining representatives was withdrawn.

Applications for Certification Under Investigation

1. *International Longshoremen's and Warehousemen's Union, Local 501* on behalf of checkers employed on the Vancouver wharf by the *Great Northern Railway Company, Vancouver, B.C.*

2. *International Brotherhood of Electrical Workers, Regional Council No. 2*, on behalf of Electrical Workers and Electrical Helpers on the entire System of the *Canadian Pacific Railway Company, Montreal, P.Q.*

3. *Canadian Brotherhood of Railway Employees and Other Transport Workers* on behalf of truck drivers handling freight and delivering for *Canadian National Cartage Services, Canadian National Railways, Montreal, P.Q.*

4. *Brotherhood of Railroad Trainmen* on behalf of sleeping car conductors, parlour car conductors and parlour car attendants *Canadian Pacific Railway Company, Montreal, P.Q.*

5. *Order of Railway Conductors* on behalf of the road train conductors of the *Toronto, Hamilton and Buffalo Railway Company, Hamilton, Ontario*.

6. *Accounting Employees Association* on behalf of the employees in the accounting departments, including clerical, technical and office personnel of the *Bell Telephone Company of Canada, Montreal, P.Q.*

7. *Canadian Brotherhood of Railway Employees and Other Transport Workers* on behalf of certain employees of the Chateau Frontenac Hotel, *Canadian Pacific Railway Company, Montreal, P.Q.*

8. *Canadian Seamen's Union, Pacific Coast District*, on behalf of the unlicensed crew members of vessels operated by *W. F. Gibson and Sons, Vancouver, B.C.*

9. *Canadian Seamen's Union, Pacific Coast District*, on behalf of the unlicensed crew members of vessels operated by *Badwater Towing Company Limited, Vancouver, B.C.*

Decisions of Board in Appeal Cases

On December 4, the Board heard argument on the appeal of *Snyders Limited, Waterloo, Ont.*, from a decision of the Ontario Labour Relations Board directing that a vote be taken among certain employees of the Company to determine whether or not they wish to be represented by the *National Union of Aircraft, Furniture Workers and Allied Crafts*. The main point of appeal was that the Union did not have a majority of the employees affected as members at the time of election of bargaining representatives. The Union contended, in reply, that though all cards submitted to the Ontario Labour Relations Board bore a later membership date the Union had been authorized to act on behalf of the employees at an earlier date. Following a hearing, the Board decided that the vote ordered by the Ontario Board would be taken provided that a declaration or declarations were filed on or before December 9, 1945, with the Chief Executive Officer of the Board indicating that authorizations to elect or appoint bargaining representatives had been signed prior to July 30, 1945. If the declaration or declarations were not received, leave to appeal would be allowed, the appeal to be upheld and the vote cancelled. The Union being unable to comply satisfactorily with the requirements of the Board's decision, leave to appeal was allowed, the appeal upheld, and the vote scheduled for December 10, 1945, was cancelled.

2. An application for leave to appeal and appeal from decision of the Minister of Labour of British Columbia was submitted to

the National Board by the *Boilermakers and Iron Shipbuilders Union, Local No. 1*, employees of *West Coast Shipbuilders, Limited, Vancouver, B.C.* In a vote ordered by the British Columbia Department of Labour, the Boilermakers and Iron Shipbuilders Union, Local No. 1, obtained a majority of the ballots cast but failed to secure a majority of the eligible voters. Consequently, the Union was refused certification by the provincial authorities. Following a hearing, the Board reached the decision that the appeal be

dismissed for the reason that the application before the British Columbia authorities did not have the support of a majority of the employees affected (employees eligible to vote) as required by the Wartime Labour Relations Regulations. Formal reasons for judgment were not issued as the point of appeal had been dealt with by the Board in the following cases: (1) *Vivian Diesles and Munitions, Vancouver, B.C.*; (2) *Packard Electric and Philco Corporation*; (3) *Wright-Hargreaves and Sylvanite*.

Conciliation Proceedings Under the Wartime Labour Relations Regulations

THE Wartime Labour Relations Regulations provide conciliation machinery to attempt settlements of disputes where negotiations for an agreement following certification of bargaining representatives, or negotiations for the renewal of an existing agreement, have been unsuccessfully continued for thirty days. Disputes of this nature are referred to the Minister of Labour by the Wartime Labour Relations Board (National) or by the Provincial Boards in their respective jurisdictions. A Conciliation Officer is then appointed to confer with the parties and endeavour to effect an agreement. If the Conciliation Officer is unable to bring about settlement of the matters in dispute and reports that in his view an agreement might be facilitated by the appointment of a Board of Conciliation, a Board is then established by the Minister of Labour. The duty of such a Board is to endeavour to effect an agreement between the parties on the matters in dispute and to report its findings and recommendations to the Minister.

Assignment of Conciliation Officers

Conciliation Officers have been assigned to confer with the parties in an attempt to effect an agreement in the following cases:—

Phillips Electrical Works, Limited, Brockville, Ont., and Local 510, United Electrical, Radio and Machine Workers of America—George Fenwick, Conciliation Officer.

Robbins and Myers Company of Canada, Limited, Brantford, Ont., and International Union, U.A.A.A.I.W.A. (UAW-CIO)—George Fenwick, Conciliation Officer.

Canadian Industries, Limited, Toronto, Ont., and District 50, United Mine Workers of America—William Dunn, Conciliation Officer.

Agreements Facilitated by Conciliation Officers

In the following cases reports were received from Conciliation Officers indicating the suc-

cessful completion of negotiations and the signing of an agreement:—

Sunshine, Waterloo Company, Limited, Waterloo, Ont., and Local 1719, International Association of Machinists—H. Perkins, Conciliation Officer.

Remington Rand, Limited, Hamilton, Ont., and Lodge 1772, International Association of Machinists—F. J. Ainsborough, Conciliation Officer.

Marshall-Wells Company, Limited, Winnipeg, Man., and Local No. 4, Wholesale Warehouse Employees' Union, (C.C.L.)—Thos. Williams, Conciliation Officer. Case withdrawn.

Park Steamships, Limited, Montreal, P.Q., and Division 159, Commercial Telegraphers' Union—R. Trepanier, Conciliation Officer. Case withdrawn.

Canadian Ohio Brass Co. Ltd., Niagara Falls, Ont., and Local 819, International Union Mine, Mill and Smelter Workers—F. J. Ainsborough, Conciliation Officer.

Boards Established

During December three Boards of Conciliation were established but not fully constituted:

Hudson's Bay Company, Incorporated, Victoria, B.C., and Local No. 279, Retail Clerks' International Protective Association.

John East Iron Works, Limited, Saskatoon, Sask., and Local 3493, United Steelworkers of America.

Prince Rupert Dry Dock and Shipyard, Prince Rupert, B.C., and Local No. 4, Boilermakers' and Iron Shipbuilders' Union of Canada.

Boards Fully Constituted

During December five Boards of Conciliation were fully constituted:—

Welding Shop and Engineering Company, Limited, Vancouver, B.C.—The Board of Conciliation established to deal with a dispute between the Welding Shop and Engineering

Company, Limited, and Local No. 1, Boilermakers' and Iron Shipbuilders' Union, was fully constituted on December 14, 1945, with the appointment of Clarence Darling, Vancouver, B.C., as Chairman of the Board, by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board, Messrs. R. L. Norman and L. Anderson, also of Vancouver, appointed on the nomination of the employer and employees respectively.

Schultz Die Casting Company, Wallaceburg, Ont.—The Board of Conciliation established to deal with a dispute between the Schultz Die Casting Company and Local 251, International Union, U.A.A.I.W.A. (UAW-CIO) was fully constituted on December 15, 1945, with the appointment of His Honour Judge M. A. Miller, Sarnia, Ont., as Chairman of the Board, by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board. Mr. Frank Ellis, Windsor, Ont., and Mr. Alan Adamson, Toronto, Ont., were appointed on the nomination of the employer and employees respectively.

MacLean and Weir, Limited, Vancouver, B.C.—The Board of Conciliation established to deal with a dispute between MacLean and Weir, Limited, and Local No. 1, Boilermakers' and Iron Shipbuilders' Union, was fully constituted on December 14, 1945, with the appointment of Clarence Darling, Vancouver, B.C., as Chairman of the Board, by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board, Messrs. R. L. Norman and L. Anderson, also of Vancouver, who were appointed on the nomination of the employer and employees respectively.

Willards Chocolates, Limited, Toronto, Ont.—The Board of Conciliation established to deal with a dispute between the Willards Chocolates, Limited, and Local 264, Factory Bakers' Union, was fully constituted on November 28, 1945, with the appointment of His Honour Judge Egerton Lovering, Toronto, Ont., as Chairman of the Board, by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board. Mr. E. M. Dillon, and Mr. H. Orloff, also of Toronto, were appointed on the nomination of the employer and employees respectively.

Andrews Wire Works of Canada, Limited, Watford, Ont.—The Board of Conciliation established to deal with a dispute between Andrews Wire Works of Canada, Limited, Watford, Ont., and Local No. 2, Federation of Industrial Workers' Union, was fully constituted on February 22, 1945, with the appointment of His Honour Judge J. J. Coughlin, Sandwich, Ont., as Chairman of the Board by the Minister of Labour in the absence of a joint recommendation from the other two members of the Board, Messrs. G. E. Burnson and H. Orloff, both of Toronto, appointed on the nomination of the employer and employees respectively.

The unanimous report of the Board was received on March 17, and was printed in the April issue of the *LABOUR GAZETTE*.

At the request of the Minister of Labour for Ontario, the Board was reconvened on December 1, 1945, under Section 31 (9) of the Regulations, in order to clarify its original report in relation to the subsequent attitude of the Company.

Board Reports Received

PURSUANT to the Wartime Labour Relations Regulations, Boards of Conciliation are allowed 14 days in which to make their report. This can be extended, either by the

Minister, or by mutual consent of the representatives of the parties concerned. The following reports were received by the Minister of Labour during December:—

Report of Board in Dispute between Canadian Industries, Limited, Nobel, Ont., and Local 13031, United Mine Workers of America, Chemical Division, District 50

On December 31, 1945, the Minister of Labour received the report of the Board of Conciliation, the personnel of which was as follows:—Hon. Mr. Justice W. D. Roach, Chairman, Toronto, appointed by the Minister on the joint recommendation of the other two members of the Board, Messrs. Gerald H. Brown, of Ottawa, and Herbert Orloff, of Toronto, appointed on the nomination of the employer and employees respectively.

Report of Board

To the Honourable the MINISTER OF LABOUR, Ottawa:

The Board of Conciliation established by you in this matter hereby reports as follows: Prior to your Board meeting with the parties, the parties furnished each member of the Board with a brief. Then on December 20, the board met with the representatives

of the parties at the City of Toronto. The employer was represented by Mr. E. G. Taylor, Assistant Manager of Industrial Relations and Mr. R. B. Carpenter, Works Manager at the Nobel plant. The employees were represented by Mr. Silby Barrett, District representative of the Union, Mr. William Renton, Assistant Director of the Union for District No. 50, and Mr. Marcus Nichols, President of the Local Union.

The Company at its plant at Nobel is engaged in the manufacture and sale of explosives, which are used largely in the mining industry.

The number of employees who will be affected by the collective bargaining agreement is approximately 124. Of these it is said 105 employees are presently members of the union in good standing.

Commencing in or about November, 1934, and extending to in or about June, 1945, there was a works council in this plant consisting of nine members, seven of whom were elected from the employees and two representing the employer. There was not in fact at any time a collective bargaining agreement between the Company and its employees, but from time to time problems affecting employer-employee relations were considered by the works council and it has not been made to appear that at any time was there any particular adverse criticism of the works council or the manner in which it functioned. However, in or about April or May, 1945, the union organized the employees at this plant and a very substantial percentage of the employees have become members of the union.

The union made application to the Ontario Labour Relations Board for certification as the collective bargaining agent of the employees and upon that application a vote was directed to be taken and was in fact taken on July 17, 1945, with the following result:

Number of eligible employees.....	119
Number of employees who voted....	88
Employees voting in favour of the Union.....	76
Employees voting against the Union.	12

On August 17, 1945, the Union was certified by the Ontario Labour Relations Board as the bargaining representative of all the hourly rated employees at the Nobel plant, save and except foremen and any others not covered by the collective bargaining agreement.

On August 24, 1945, the Union requested the company to enter into negotiations with a view to consummation of a collective bargaining agreement. Negotiations commenced on August 31, 1945, and continued up to and including September 11, 1945. As a result of those negotiations the company and the union

were able to agree upon all the terms of a collective bargaining agreement save only two, both of which were requested by the union to be included therein:

- First, a request for a union shop,
- Second, a request for a check-off of union membership dues.

The company found itself unable to agree to the request of the union with respect to these two items.

The conciliation officer, Mr. H. Perkins, held two conferences with the parties at Nobel on October 25 and 26 as a result of which he recommended that agreement on the matters in issue might be facilitated by the appointment of a Conciliation Board.

It has been amply demonstrated to your Board that relations between the company and the employees represented by the union have been and are harmonious. There has never been, so far as your Board knows, a strike among the employees at this plant and none is presently threatened. Moreover the representative of the union has stated categorically to your Board that there is not the slightest suspicion on the part of the union or the employees that the company is in any way antagonistic towards the union; that quite to the contrary the company has indicated a desire to co-operate with the union to the end that the harmonious relations which have heretofore existed should continue and, indeed, improve. It has been therefore most refreshing to the members of your Board to meet with the parties where such an attitude of goodwill between them exists, and where the parties have heretofore been unable to agree, such disagreement has been due to a conflict of honest opinions held by the parties.

Your Board desires to record its appreciation of the co-operation and assistance given to it by the parties in their briefs; and in the discussions which ensued when your Board met with the representatives of the parties.

It has been made to appear to your Board that in Canada there are nine locals of the United Mine Workers of America, Division No. 50; the oldest of such local unions has been in existence for eighteen months. Local No. 13031 has been in existence since May of this year.

The village of Nobel is situated about six miles from the town of Parry Sound and of the total number of employees presently on the payroll of the company at Nobel, only eighteen live in the village, seventy-one of the others live at Parry Sound, and thirty-five elsewhere, a fact which your Board has taken into consideration as will subsequently appear when considering the subject of check-off.

Having regard to the fact that this will be the first agreement between the company and this particular union, your Board is unanimously of the opinion that the union should withdraw its request for a union shop. Your Board indicated its view in this respect to the representatives of the union and those representatives acceded to that view but did press for union security in the form of a check-off of the union dues.

The form of check-off requested by the union was the standard form by which the company would deduct from the employees pay monthly the amount of such monthly dues and pay the same to the treasurer of the local union.

It was made manifest to your Board that having regard to the particular conditions existing at this plant, the matter of the collection of union dues by the union presented abnormal difficulties, but such difficulties did not reflect any disloyalty or lack of full allegiance on the part of the union members to the union; rather it was the result of the location of the plant and the offices of the union, and the wide area in which the employees were resident. The company while adamant in its attitude that the collection of union dues was in its essence a problem or the responsibility of the union, recognized the particular difficulties to which we have referred in connection with the collection of union dues and stated that by way of demonstration of its willingness to assist the union in that regard, it would, if requested by the union, alter its standard mode of payment of wages to its employees, so that instead of paying them by cheque it would pay them in cash or continue to pay them by cheque and provide facilities whereby the employee could immediately cash his cheque at the office of the company: That the company would permit, and indeed, facilitate the union stewards, five in number, by providing them with desk space in immediate proximity to the place at which the employees would be paid, so that the employees having received payment of their wages, would be able to pay their union dues at once, without delay or inconvenience, to the stewards: That as a reminder to the employees that the union would expect them to pay their dues, on one of the two monthly pay days the company was prepared to permit the union to place placards close to the office at which the employees would be paid, drawing that fact to the attention of the employees.

The mechanics proposed by the company to ensure the voluntary payment by union members of their union dues, could, so your Board felt, accomplish that purpose. Those mechanics, however, are an innovation with

which the union has not had, at least at this particular plant, any previous experience, and the union was of the opinion that it might not operate satisfactorily. That question could only be resolved by putting the plan in operation and observing the results.

In view of the good relations which have heretofore existed between the parties, and for the purpose of testing the desirability and practicability of the mechanics as suggested by the company, the majority of your Board recommends that the collective bargaining agreement between the parties should include a provision whereby the plan suggested by the company should be put into operation and continue for a period of four months from the date thereof, by way of an experiment. If, at the expiration of such four months' period the company should conclude that such plan is not satisfactory to it, or if a majority of the employees indicate that such plan is not satisfactory to them, then such plan shall be superseded by a check-off under which the company will deduct the union dues from the employee's pay and remit the same direct to the treasurer of the union, such deduction by the company to be on the basis of a voluntary direction given to it by each employee who so requests, which direction shall be revocable by any employee and such substituted method for ensuring the payment of union dues shall be put in operation only if and when a majority of the employees have so requested, and continue in operation only so long as the majority of the employees continue to so request.

In the event that neither the company nor the employees desire to make the foregoing change, then the method to be adopted during the first four months' period of the agreement shall continue for the life of the agreement.

There was some slight controversy between the parties with respect to paragraph "A" of Article 3 of a proposed agreement submitted by the company. The part thereof in controversy consisted merely of the sentence "An employee shall be free to join or not to join the union." It was suggested that there might be certain innuendoes in that sentence. Your Board feel certain that none were intended, and by mutual agreement between the parties that sentence is to be stricken out.

Mr. Gerald H. Brown, a member of the Board, and nominee of the employer, is of opinion that the collection of union dues from its members is the responsibility of the union. He is, however, in complete accord with the voluntary arrangement of collecting such dues which is proposed by the company, and considers that it would be of material

advantage that this experiment should be fully tried out over the full period of the agreement.

Mr. Brown points out as well that the agreement will be open for re-negotiation two months prior to the date of its expiry, that is to say, ten months following the date of its inception, and is of opinion that there is good ground for believing that the facilities offered by the employer will fully meet the requirements of the union membership.

Report of Board in Dispute between Goderich Mfg. Company, Goderich, Ont., and Local 2622, United Brotherhood of Carpenters and Joiners of America

On December 5, 1945, the Minister of Labour received the report of the Board of Conciliation, the personnel of which was as follows: His Honour Judge M. A. Miller, Sarnia, Chairman, appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Messrs. F. R. Darrow, Goderich, and Fred Molineux, Hamilton, appointed on the nomination of the employer and employees respectively.

Report of Board

The Board met in Goderich on the 27th and 28th days of November, 1945, Mr. J. E. Baehler representing the Employer, and Mr. Charles J. Gibbons, President of Local 2622 of, and Mr. A. Cooper, General Representative of, United Brotherhood of Carpenters and Joiners, representing the Employees.

On August 7, 1945, Mr. F. J. Ainsborough, a Conciliation Officer, met with representatives of the Employer and the Employees and arrived at an agreement which was put in typewritten form by Mr. Ainsborough. The Agreement was not to be executed until it had been approved by the Regional War Labour Board for Ontario. On account of matters which subsequently arose the Employer refused to execute the Agreement.

Not without difficulty the Parties were brought to agreement before this Board on the differences which still existed between them, and an Agreement was this day executed by the representatives of the Parties. An executed copy of the Agreement as completed is hereto attached. It is in the form as originally prepared by Mr. Ainsborough, save as to those parts which are underlined in the attached copy.

All of which is respectfully submitted.

Dated at Goderich this 28th day of November, 1945.

(Sgd.) M. A. MILLER,
Chairman
(Sgd.) F. R. DARROW,
(Sgd.) FRED MOLINEUX
Members

All of which is respectfully submitted.

Dated at Toronto, this twenty-first day of December, 1945.

(Sgd.) W. D. ROACH,
Chairman.
(Sgd.) HERBERT ORLFFE,
Member.
(Sgd.) GERALD H. BROWN,
Member.

MEMORANDUM OF AGREEMENT

Agreement made this 28th day of November, A.D. 1945, between the Goderich Manufacturing Company Limited, Goderich, Ontario, hereinafter called the Employer, and Local Union No. 2622 of the United Brotherhood of Carpenters and Joiners of America, hereinafter called the Union.

It is agreed that this contract is for exclusive joint use and benefit of the contracting parties as heretofore defined and set forth in the Agreement, and it shall be construed as binding upon and effective in determining only the relations with each other of those represented by the Parties signatory hereto. It is the intent and purpose of the Parties hereto that this Agreement will promote and improve industrial and economic relationship in the industry.

Hours of Work

It is further agreed that forty-eight hours shall constitute a week's work to be worked as follows: eight hours on Monday to Saturday inclusive, same to be worked between the hours of 8 a.m. and 12 noon and from 1 p.m. to 5 p.m. This clause does not apply to Teamsters and Truckers.

Overtime

Overtime means all time worked in excess of eight hours in any one day from Monday to Saturday inclusive and shall be paid for at the rate of time and one-half. All time worked on Sundays and Statutory Holidays shall be paid for at the rate of time and one-half. This clause does not apply to Teamsters or Truckers.

Notwithstanding anything in the two preceding clauses contained, if, through work stoppage by reason of a machine jamming or other similar mishap, it occasionally be necessary to work for a period after 5 p.m. to complete the loading of a truck, the employees shall work such extra time, not to exceed 15 minutes, such extra few minutes to be taken as offsetting time lost by reason of such mishap and not to be counted in calculating the time worked nor to be considered as overtime. It is understood that this provision is entered into in a spirit of co-operation to facilitate the efficient operation of the plant in event of mishap and is not to become a habitual occurrence. This clause does not apply to Teamsters and Truckers.

Teamsters and Truckers shall be entitled to no increased rate of wages for overtime. All time worked on Sundays and Statutory Holidays shall be paid for at the rate of time and one-half. Teamsters and Truckers shall pay their own necessary expenditures for meals and lodgings and when unavoidably absent from Goderich on the employer's business as a team-

ster or trucker shall be paid One Dollar a day for expense money. This paragraph shall be subject to the approval of the Regional War Labour Board in Ontario, and the Employer and the Union agree to make joint application, or that either Party may alone make application, to such Board for such approval.

Wage Rates

A schedule of wage rates, approved by the Regional War Labour Board, shall be attached to this Agreement and form a part thereof.

Holidays

All employees, upon completion of one year of continuous service, shall be entitled to one week's vacation with full pay. Vacations shall, so far as possible, be granted at times most desired by the employees, but the final right of allotment of vacation period is exclusively reserved by the Employer and the Plant Committee in order to ensure the orderly operation of the Plant.

Seniority

It is understood and agreed that in all cases of promotion or increase or decrease of forces, the following factors shall be considered and when factors (a) and (b) are relatively equal, length of continuous service shall govern:

- (a) Length of continuous service.
- (b) Knowledge, training, ability, skill, reliability and efficiency.

Working Conditions

(1) An employee whose earning capacity is limited because of physical or mental handicap or other infirmities, may be employed on suitable work at a wage agreeable to the Employer and the Union.

(2) Any employee interfering with any other worker during working hours shall be subject to discipline.

(3) There shall be no smoking or drinking on the premises at any time except in an area designated by the Employer where smoking will be permitted during other than working hours.

(4) An employee who reports for work in an unfit condition to carry on his duties may be sent home by any representative of Management.

(5) Workers shall not leave the plant during working hours without permission from a representative of Management.

(6) No Employee shall have or permit anyone else to have any alcoholic liquor on any truck or other vehicle of the Employer.

(7) No Teamster or Trucker shall take unnecessary time or incur any avoidable expense on any trip, and anyone doing either without reasonable excuse, or making false claims for time worked, shall be subject to dismissal.

Recognition

(1) The Committee designated by the Union shall be recognized by the Employer as the representatives of its Employees for the purpose of negotiation of all disputes and grievances arising during the life of this Agreement and they shall have the right to call into negotiations the General Representative of the Organization. Should the Committee and the Employer be unable to agree, either Party may by giving written notice to the other, require that the question be submitted to an impartial umpire to be selected by the Parties, or failing their agreement on an umpire within five days of the giving of such notice, an impartial umpire to be appointed on the request of either the Employer or the Committee by the Minister of Labour for Ontario. The decision of such umpire shall be final and binding on the Parties.

It shall be optional to the Employer to consider any grievance arising more than five working days before its submission and no grievance shall be considered which usurps the function of management.

(2) All present employees who are now members of the Union shall retain their membership in the Union as a condition of employment. Any new employee who becomes a member of the Union shall retain his membership in the Union as a condition of employment. This clause shall be given a sixty day trial and continued in force thereafter unless changed by request of either Party.

No Strikes or Lockouts

During the term of this Agreement, there shall be no lockouts on the part of the Employer and no strikes on the part of the Union.

General

The Union and the Company will co-operate for the purpose of reducing the present high rate of absenteeism.

Duration

This Agreement shall be effective December 1, 1945, and shall continue in force for one year thereafter. Sixty days' notice in writing shall be given by either Party for change in the Agreement.

Signed on behalf of the Employer, The Goderich Mfg. Co. Ltd.:

(Sgd.) J. E. BAECHLER.

Signed on behalf of Local Union No. 2622:

(Sgd.) CHAS. J. GIBBONS,

(Sgd.) A. COOPER,

General Representative.

Report of Board in Dispute between Onward Manufacturing Co. Kitchener, Ont., and Local 1719, International Association of Machinists

On December 21, 1945, the Minister of Labour received the report of the Board of Conciliation, the personnel of which was as follows: His Honour Judge J. C. M. German, Chairman, Cobourg, Ont., appointed by the Minister in the absence of a joint

recommendation from the other two members of the Board, Messrs. L. K. DeBus, Kitchener, and R. Dickie, Hamilton, appointed on the nomination of the employer and employees respectively.

Report of Board

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.

Sir,—This Board, consisting of His Honour Judge J. C. M. German as Chairman, Robert L. Dickie, Esquire, the Union's nominee, and Louis K. DeBus, Esquire, the nominee of the Employer, convened on November 6, 1945, in the City of Toronto, and on the same day Mr. T. A. Witzel, Junior, appeared before the Board, and again on November 22, when the parties appeared before the Board and were represented as follows:—

For the Union: Mr. R. J. Boulton, Organizer of International Association of Machinists, of which the Union is an affiliate.

For the Company: Mr. T. A. Witzel, Junior, General Manager of the Company.

The Agreement in discussion is the first Collective Bargaining Agreement between the parties.

This Board is pleased to report that it has effected a conciliation in this matter and the parties have agreed to execute an Agreement in the terms of the draft Agreement attached as Schedule "A" to this report.

All of which is respectfully submitted.

Dated at Toronto this 14th day of December, 1945.

(Sgd.) J. C. M. GERMAN,
Chairman,

(Sgd.) ROBERT L. DICKIE,
Member of Board,

(Sgd.) LOUIS K. DEBUS,
Member of Board.

The appended agreement included clauses alluding to union security, grievance procedure, seniority, and overtime.

When it has been ratified by the parties it will be printed under the collective agreement section in a subsequent issue.

Conciliation Work of the Industrial Relations Branch During December, 1945

Activities Under the Conciliation and Labour Act and Order in Council P.C. 4020

OFFICERS of the Industrial Relations Branch dealt with 12 industrial disputes during the month of December, involving 2,532 work-people employed in 16 separate establishments. Of these, 8 were new disputes which originated during the month and 4 were situations which had been untermiated as of November 30, and received further attention in December. These disputes were dealt with under the provisions of the Conciliation and Labour Act and under Order in Council P.C. 4020. They were thus distinct from and in addition to the Conciliation proceedings described on previous pages, which developed under the Wartime Labour Relations Regulations.

Industries

MINING AND SMELTING, ETC.	
Coal Mining	1
MANUFACTURING	
Animal Foods	1
Metal Products	4
Fur and Leather and other Animal Products	1

Printing and Publishing	1
Textile, Clothing Products, etc.....	1
Miscellaneous	1
TRANSPORTATION AND PUBLIC UTILITIES	
Telegraphs and Telephones	1
SERVICE	
Business and Personal	1
Nature of Dispute or Situation:	
Strike or Lockout	4
Arbitrations	4
Requests for services of Commissioners...	4
Predominant Cause or Object:	
Causes affecting wages and working conditions	4
Discharge of workers for union membership or activity	4
To secure or maintain union wages and working conditions	1
Other union questions	1
Discharge of workers for other than union questions	1
Unclassified	1

Disposition:

Strikes terminated by mediation or other departmental action	1
Decision rendered in arbitration	2
Industrial Disputes Inquiry Commission appointed under Section 5 of P.C. 4020	2
Written statement terminating situation..	1
Referred to R.W.L.B. or N.W.L.B.....	1
Disposition Pending	5

Method of Settlement:

Conciliation or mediation	2
Arbitration	2
Investigation only	2
Settlement Pending	6

Brief summaries of the cases of chief interest follow:—

Laundry Workers, Toronto, Ont.—In mid-December the Federal Minister of Labour was asked by the Minister of Labour for Ontario to appoint an Industrial Disputes Inquiry Commission under the provisions of Order in Council P.C. 4020 to investigate a charge that Baker Brothers Cleaners, Toronto, Ont., had dismissed an employee because of his union membership and activity on behalf of the Dyers and Cleaners Union. On December 24, the Minister of Labour appointed His Honour James Parker, of Toronto, to conduct an investigation. The Commissioner found that the employee had been discharged for just cause.

Telephone Employees, Chicoutimi, P.Q.—On December 11, the Department of Labour was advised of a strike at Chicoutimi, P.Q., by 23 telephone operators employed by the Saguenay-Quebec Telephone Company. The strike developed over the alleged refusal of the Company to implement a Finding and Direction of the Regional War Labour Board for Quebec as amended on appeal by the National War Labour Board. The dispute was investigated on behalf of the National War Labour Board by an Industrial Relations Officer of the Department of Labour from Montreal. Striking employees resumed work on December 15 and a written understanding was entered into by the parties with regard to the manner in which wage increases would be put into effect.

Coal Miners, Drumheller, Alta.—Late in November the Minister of Labour was asked to appoint the Independent Chairman of an Arbitration Committee to deal with two disputes affecting members of the Drumheller Coal Operators' Association and the United Mine Workers of America, District 18. Mr. John W. Hugill, K.C., of Edmonton, Alta., was named as Chairman and hearings were held at Drumheller on December 14. The first dispute involved the question of whether an

employee of the Brilliant Coal Company Limited, Drumheller, had earned the right to 12 days' holiday with pay. The man had been absent from work for a month during the previous year under a compensation award as the result of an accident which occurred while he was employed in the mine. During his absence an eight-day strike occurred and the operators contended that this period should not be counted as a credit towards holidays because the man would not have worked the eight days if he had not been absent on compensation. The decision of the Arbitration Chairman upheld the contention of the Union that the employee had been absent through causes beyond his control and was entitled to full holidays with pay. The second case, involving an employee of Rosedale Collieries Limited, also concerned the question of whether the employee was entitled to two weeks' holidays with pay. The man had been absent from work for 24 days as the direct result of an injury sustained in unusual circumstances outside of working hours. The Arbitrator ruled that the man's absence from work while injured was not through causes beyond his control and that he could not qualify for two weeks' holidays with pay.

Leather Workers, Kitchener, Ont.—Two brief strikes occurred during December at the plant of John Lang and Sons, Ltd., Kitchener, Ont., in which groups of employees belonging to the National Union of Shoe and Leather Workers, Local No. 30, participated. On December 6 some 18 men employed in the beam house quit work in protest against certain deductions from their pay. They resumed work the following morning after an explanation had been given by the management. On December 10 the Company notified five men that there was no work for them that afternoon, and when no explanation was immediately forthcoming 70 employees quit work. An Industrial Relations Officer from Toronto visited the plant and arranged a joint conference of Company and Union officials. Management explained that the half-day lay-off of the five men was due to a shortage of materials caused by the stoppage of work on December 6. Representatives of the employees claimed the strike was in protest not only against the suspension of the five men but also the long delay in the negotiation of an agreement between the parties following certification of the union by the Ontario Labour Relations Board and the alleged hostile attitude of a Company official. A temporary grievance procedure was drafted by the Industrial Relations Officer which was acceptable to both parties pending the consummation of a collective agreement and operations were fully restored on December 17.

Collective Agreements and Wage Schedules

Recent Collective Agreements

COLLECTIVE agreements received in the Department are outlined in the *LABOUR GAZETTE* from month to month. It is not possible, because of limitation of space, to include all agreements received. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included. Verbally accepted agreements are so indicated.

Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

Mining: Metal Mining

HALET, P.Q.—MALARTIC GOLD FIELDS LTD.
AND INTERNATIONAL UNION OF MINE,
MILL AND SMELTER WORKERS, LOCAL 696.

Agreement to be in effect from July 16, 1945, to July 15, 1946. The company recognizes the union as the sole collective bargaining agent for all eligible employees, who may become or refrain from becoming members of the union.

Hours of work: for underground workers, except cage tenders, 48 per week; mill men, crushermen, hoistmen, lampmen, cage tenders, and boilermen, 56 per week; general surface, mechanical and electrical employees, 54 per week. Underground employees shall be allowed 30 minutes for lunch during each shift. Overtime: overtime rates do not apply where an employee works more than maximum weekly hours due to change of shift or failure of relief to report for work. Time and one-half for all work on 3 specified statutory holidays. Vacation: after one year's continuous service, one-half day with pay for each 25 days actually worked to a maximum of 7 days.

Wage rates: existing scale to be maintained. Provision is made for seniority rights and grievance procedure.

KIRKLAND LAKE, ONT.—LAKE SHORE MINES
LTD. AND INTERNATIONAL UNION OF MINE,
MILL AND SMELTER WORKERS, LOCAL 240.

Agreement to be in effect from September 10, 1945, to September 9, 1946, and year to year thereafter, subject to 30 days' notice. The company recognizes the union as the sole bargaining agency for all eligible employees.

Hours of work: 48 per week, underground—8 per shift from collar to collar; however, variations not exceeding 15 minutes which do not occur consistently to be disregarded, delays in excess of 15 minutes to be considered as

time worked and to be paid for at straight time except if delay is beyond company's control. Overtime: time and one-half shall be paid for all work in excess of the regular week other than above and for work on 3 specified statutory holidays. Vacation: one week (7 days) with pay for all employees with one year's seniority.

Wages: scale presently in effect shall be maintained.

Provision is made for seniority rights and grievance procedure.

Manufacturing: Vegetable Foods

Correction

TORONTO, ONTARIO.—CANADA BREAD CO. LTD.
AND AMALGAMATED BAKERS AND CONFECTIONERS OF TORONTO

In the agreement which was summarized in the *LABOUR GAZETTE*, October, 1945, p. 1515, the paragraph on hours should be corrected to show 7½ per day (5 days), 11 on Friday, a 48½-hour week, in the shop; 7 per day (5 days), 10½ on Friday, a 45½-hour week, for the shipping room.

Manufacturing: Rubber Products

WELLAND, ONT.—JOSEPH STOKES RUBBER COMPANY LTD, AND UNITED ELECTRICAL, RADIO AND MACHINE WORKERS OF AMERICA, LOCAL 523.

Agreement to be in effect from September 19, 1945, to September 18, 1946, and thereafter from year to year, subject to 30 days' notice. This agreement is similar to the one previously in effect and summarized in the *LABOUR GAZETTE*, November 1943, p. 1527, with the addition that the present scale of wages will continue in effect, but the company and the union agree to enter into wage negotiations from time to time as desired by either party.

Manufacturing: Fur and Leather Products

ST. HYACINTHE, P.Q.—J. A. & M. COTE LTD. AND
LE SYNDICAT NATIONAL DES TRAVAILLEURS
EN CHAUSSURES INC. DE ST. HYACINTHE.

Agreement to be in effect from April 1, 1945, to March 31, 1946, and thereafter from year to year subject to 60 days' notice. The company recognizes the union as bargaining agent for its employees.

There will be no work on Sundays, church holy days, Good Friday morning, St. Jean Baptiste Day, Labour Day and the day after New Year's. Vacation: one week to all production workers who will be paid 2 per cent of wages earned during previous 12 months or less in the company's service.

Provision is made for grievance procedure.

Nothing in this agreement shall be interpreted to be contrary to the agreement with the Collective Agreement Act for the shoe manufacturing industry for the Province of Quebec.

Manufacturing: Pulp, Paper and Paper Products

POWELL RIVER, STILLWATER, OCEAN FALLS, PORT MELLON, WOODFIBRE AND PORT ALICE, B.C.—POWELL RIVER CO., LTD., PACIFIC MILLS LTD., SORG PULP COMPANY LTD. AND BRITISH COLUMBIA PULP AND PAPER CO., LTD., AND INTERNATIONAL BROTHERHOOD OF PAPER MAKERS (POWELL RIVER LOCAL 142 AND OCEAN FALLS LOCAL 360) AND INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE AND PAPER MILL WORKERS (POWELL RIVER LOCAL 76, OCEAN FALLS LOCAL 312, PORT MELLON LOCAL 297, WOODFIBRE LOCAL 494 AND PORT ALICE LOCAL 514)

Agreement to be in effect from May 1, 1945, to April 30, 1946, and thereafter from year to year subject to 2 months' notice. The company recognizes the union as the agency representing all eligible employees. The company will co-operate with the unions in obtaining and retaining members. Maintenance of membership: any employee who now is a member in good standing, or who becomes or is reinstated as a member of either union shall, as a condition of continued employment, maintain such membership in good standing.

Hours of work: 8 per day, a 48-hour week. Overtime: time and one-half after 8 hours (except for tour workers when due to changing shifts or absence of mates), for work on Sundays or designated day off, or 5 specified statutory holidays. Vacation: one week with pay for all employees with one year's continuous service in which two-thirds of the full time hours have been worked, or if employed less than a year and have worked 1,800 hours. After qualifying for 5 vacations, employees will be granted 2 weeks with pay subsequently.

Wage rates: those in effect as of May 1, 1945, will become effective as job rates making the base rate for all male common labour 67 cents per hour. Female labour, where such an arrangement now exists, will be paid in accordance with existing rates, provided however, that the period between the hiring and attainment of full rate shall not exceed three months and the difference between the hiring rate and the job rate shall not exceed 5 cents. A night shift differential of 3 cents per hour will be paid in addition to the hourly rate for all night shift work.

Provision is made for seniority rights and grievance procedure.

Manufacturing: Miscellaneous Wood Products

GODERICH, ONT.—GODERICH MANUFACTURING COMPANY LTD. AND UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA, LOCAL 2622.

This agreement was reached in settlement of a dispute, see p. 44 of this issue.

Agreement to be in effect from December 1, 1945, to November 30, 1946. Sixty days' notice in writing shall be given by either party for change in the agreement.

Maintenance of membership: employees who

now are members of the union and any new employees who become members must maintain their membership as a condition of employment. This clause is to be given a 60-day trial and continued in force thereafter unless changed by request of either party.

Hours of work: 8 per day, a 48-hour week, except teamsters and truckers. Overtime: time and one-half for all work in excess of the above hours and for work on Sundays and statutory holidays. Teamsters and truckers shall receive time and one-half for work on Sundays and statutory holidays only. When unavoidably absent from Goderich on the employer's business as such, shall be paid \$1 a day expense money subject to approval of Regional War Labour Board. Vacation: one week with pay for all employees upon completion of one year's continuous service.

Hourly wage rate: lumber scalers, 67 cents; lumber pilers, 47 to 67 cents; garage mechanics, 77 cents; loaders, 52 cents; truck drivers and teamsters, 60 cents; sawyers (cut-off), slab saw operators, labourers, 40 to 50 cents; carriage operators, 63 cents; machinists and carpenters, maintenance (millwrights), 70 cents; trimmers, edger men, Jack ladder operators, 50 to 60 cents; tail sawyers, assistant carriage operators, 45 to 55 cents; saw filers, \$1.

Provision is made for seniority rights and grievance procedure.

Manufacturing: Metal Products

THREE RIVERS, P.Q.—CANADA IRON FOUNDRIES LTD. AND INTERNATIONAL MOULDERS AND FOUNDRY WORKERS' UNION OF NORTH AMERICA, LOCAL 101.

Agreement to be in effect from September 1, 1945, to April 30, 1947 or 1948. This agreement is similar to the one previously in effect and summarized in the LABOUR GAZETTE, July 1944, p. 865, with the addition that provision is made for the deduction of union dues.

HAMILTON, ONT.—INTERNATIONAL HARVESTER CO. OF CANADA LTD., HAMILTON HARVESTER WORKS AND UNITED STEELWORKERS OF AMERICA, LOCAL 2868.

Agreement to be in effect from October 18, 1945, to October 18, 1946, and thereafter subject to notice. This agreement is similar to the one previously in effect and summarized in the LABOUR GAZETTE, August, 1943, p. 1130 and October, 1944, p. 1245, with the following notable exception—check-off: any employee may authorize the company to deduct union dues of \$1 per month from his pay and transmit same to the union. The company will continue to do this until the authorization is revoked by employee giving 90 days' notice or if at any time the number of employees authorizing the check-off falls below 51 per cent of the total number of eligible employees.

INGERSOLL, ONT.—THE INGERSOLL MACHINE AND TOOL COMPANY, LTD. AND THE UNITED STEELWORKERS OF AMERICA, LOCAL 2918.

Agreement to be in effect from April 9, 1945, to April 9, 1946, and thereafter from year to year subject to notice. The Company recognizes the union as the sole collective bargaining agency for all eligible employees. Hours of work and overtime: time and one-half shall be paid for time worked in excess of 9 hours per day or 48 hours per week and for work on Sundays and

all recognized holidays. Vacation: one week with pay for all employees with one year's seniority and two weeks with pay for all employees with five years' seniority.

Wages: The company agrees to negotiate with the union regarding wage rates within 30 days of signing of agreement. The schedule thus arrived at shall be attached to and become part of the agreement subject to approval of the Regional War Labour Board.

Provision is made for seniority rights and grievance procedure.

Manufacturing: Non-metallic Minerals and Chemicals

NIAGARA FALLS, ONT.—CANADIAN CELLUCOTTON PRODUCTS CO., LTD. AND THE INTERNATIONAL CHEMICAL WORKERS UNION, LOCAL 215.

Agreement to be in effect from October 12, 1945, to October 11, 1946, and thereafter from year to year subject to 30 days' notice. The company recognizes the union as the exclusive bargaining agency for all hourly-paid employees. Maintenance of membership: every employee who is a member of the union in good standing 14 days after October 12, 1945, must as a condition of employment maintain his membership in good standing and all new employees, except ex-service men returning for re-instatement, upon becoming permanent shall do likewise. Check-off: the company will, if and to the extent authorized by each employee, deduct from the employee's pay each week his union dues and remit same to the union. Hours of work: 7.5 to 8.8 per shift Monday through Friday, 4 to 10.5 on Saturday, 48 per week or less.

Overtime: time and one-half for work in excess of regular daily hours or shift hours in any day or in excess of 48 hours per week and for work on Sundays and 6 specified statutory holidays. Vacation: one week with pay for employees with one year's continuous service with company and 2 weeks with pay for all employees with 5 years' service.

Wage rates and ranges of wage rates to be paid pursuant to this agreement shall be those effective at the date hereof, subject to any direction or authorization made under the Wartime Wages Control Order 1943, pursuant to the joint application which will be filed by the union. A premium rate of 6 cents per hour above the regular rate shall be paid for all night work subject to approval of Wartime Wages Control Order, 1943. Provision is made for seniority rights and grievance procedure.

Manufacturing: Miscellaneous

MOUNT DENNIS, ONT.—CANADIAN KODAK COMPANY, LTD. AND INTERNATIONAL CHEMICAL WORKERS' UNION, LOCAL 159.

Agreement to be in effect from September 7, 1945, to November 6, 1946. The company recognizes the union as the sole representative of its employees. Any employee may become or refrain from becoming a member of the union. Check-off: the company will deduct from the pay of employees, who so authorize, the amount of the union dues and transmit same to the union.

Hours of work and overtime: time and one-half will be paid for work in excess of 8½ hours in any 24-hour period or in excess of 8 hours, for shift workers, or in excess of 48½ hours per week, whichever is greater, except when hours worked in a 24-hour period are due to changing shifts or reassignment to regular shift after an emergency shift. Time and one-half also to be paid for work on Sundays, other than by employees who regularly work that day, and 6 specified statutory holidays. Vacation of one week with pay for employees with one year's continuous service with the company and 2 weeks with pay for all with 5 years' service.

Wage rates in effect at date of agreement shall not be decreased during agreement. Application has been made to the Regional War Labour Board designed to lead to a wage increase for substantially all employees. Any authorization or direction for an increase not inconsistent with the company's established job evaluation plan will be paid during agreement.

Provision is made for seniority rights and grievance procedure.

Trade

WINNIPEG AND ST. BONIFACE, MAN.—FIVE DAIRIES AND THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA, (MILK WAGON DRIVERS AND DAIRY EMPLOYEES LOCAL 119).

Agreement to be in effect from January 1, 1945, to December 31, 1945, and thereafter from year to year subject to 30 days' notice. The companies agree to hire union members in good standing if available; any others employed must become members of the union within 15 days.

Hours of work: for factory employees, 8 per day; for all tradesmen, 8 per day, 6 days a week, a 48 hour week. Overtime to be paid at the regular daily rate except in emergency cases outside control of the company. Six days shall constitute a week's work for all employees. No employee should be asked to work more than 3 of his rest days in one year. Vacation: two weeks with pay for all employees with one year's service.

Weekly wage rates—inspectors and relief men on commission, a guaranteed minimum of \$36.35; wholesale drivers, store route, minimum of \$32.40, plus commission; ice cream salesmen, \$32.40 plus commission; storage men, regular plant relief men, \$31.50; general plant help, \$30.50; stablemen and washers, \$28.50; shippers and checkers, \$33.95; blacksmiths, \$33 to \$34 (44 and 48 hour week); engineers, \$33.50 to \$37.50 (2nd to 4th class); temporary help when required in the factory shall be paid \$4.50 per day for a period of 2 months, after which time they shall be paid at the same rate as the permanent employees. Minimum rate for all permanent plant employees shall be \$30.50 per week.

Credits: salesmen may extend credit to bona fide householders up to \$3 (or more if authorized by the company). If any of this credit becomes a loss, such loss will be borne equally by the company and the salesman. (The first part of this clause is suspended as long as the Order in Council prohibiting giving credit is in effect).

Provision is made for seniority rights and a sick benefit fund.

Service: Professional

MONTREAL, P.Q.—LA COMMISSION DES ECOLES CATHOLIQUES DE MONTREAL AND L'ALLIANCE DES PROFESSEURS CATHOLIQUES DE MONTREAL.

Agreement, signed September 10, 1945, to be in effect from July 1, 1944, to June 30, 1945, and thereafter from year to year subject to notice during May. This agreement applies only to French-speaking lay teachers in the employ of the Montreal Catholic School Commission.

Scale of salaries for male teachers: elementary schools—(1st to 7th grades) single men, minimum \$1,200 per year; married men minimum \$1,500, with an annual increase of \$125 to a maximum of \$2,900 for junior high schools—(grades 8 and 9), annual increase \$125 to a maximum of \$3,200; for senior high schools—(grades 10, 11 and 12), annual increase of \$125 with maximum \$3,500; assistant principals—\$125 annual increase to a maximum of \$3,500 for elementary schools, \$3,600 for junior high schools, \$3,800 for senior high schools; principals—\$125 annual increase to maximum of \$3,700 for elementary schools, \$3,800 for junior high schools, \$4,000 for senior high schools.

Scale of salaries for female teachers: elementary schools—minimum \$1,000, annual increase, \$50 until \$1,200 is reached, thereafter annual increase of \$100 to maximum of \$2,000; junior high schools—increase of \$100 to \$2,200 maximum; senior high schools—increase of \$100 to \$2,400 maximum; assistant principals—\$100 increase to maximum of \$2,400 for elementary schools; junior high schools, \$100 annual increase to \$2,500 maximum; senior high schools, \$100 annual increase to \$2,700 maximum; principals—maximum, elementary schools, \$2,700;

junior high schools, \$2,800; senior high schools, \$3,000.

A bonus of \$100 shall be granted to teachers of the 7th grade and 9th grade, which are certificate classes. A bonus of \$100 shall be granted to teachers of auxiliary classes.

The Commission grants to each teacher in charge of physical training in the different schools 30 cents per pupil in the physical training class, based on the average attendance of the year in the course.

Sick leave credit with pay of 1½ days per month is allowed which is cumulative to a maximum of 200 days.

After 10 years' service teachers who are taking a university course leading to a degree in pedagogy or its equivalent may use their accumulated sick leave with pay, with authority to such teachers to visit any school under the jurisdiction of the Commission. Such teachers may use this leave only upon the favourable report of the Director of Studies, and the number taking advantage of this leave is limited to 10 per year.

Provision is made for the settling of differences.

MONTREAL, P.Q.—THE MONTREAL CATHOLIC SCHOOL COMMISSION AND THE FEDERATION OF ENGLISH SPEAKING CATHOLIC TEACHERS INC.

Agreement, signed September 11, 1945, to be in effect from July 1, 1944, to June 30, 1945, and thereafter from year to year subject to notice during May. This agreement is similar to that of La Commission Des Ecoles Catholiques De Montreal and l'Alliance Des Professeurs Catholiques De Montreal summarized above, with the same scale of salaries.

*Collective Agreement Act, Quebec**Recent Proceedings Under the Act*

IN Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship and certain other conditions made binding throughout the Province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Further information concerning this legislation is given in the *LABOUR GAZETTE*, January, 1943, p. 86.

Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

Recent proceedings under the Act include the extension of two new agreements and the amendment of one other. All of these are noted below. Requests for the amendment of the agreements for barbers and hairdressers in Mississquoi County, and for the work glove industry in the province, were gazetted November 24. A request for a new agreement for the furniture industry in the Province, and a correction of the request for a new agreement for building trades at Three Rivers were also published November 24. Requests for the amendment of the building trades agreement at Chicoutimi, and for a new agreement for grocers and butchers at Joliette were published December 1. Requests for the amendment of the building trades agreement at Chicoutimi and for the corrugated paper box industry agreement for the Province were published December 7. A request for a new

agreement for the building materials industry throughout the Province was also published December 7.

Orders in Council were also published approving the constitution and by-laws of certain joint committees and others approving the levy of assessments on the parties.

Trade

GROCERS AND BUTCHERS, SHERBROOKE.

An Order in Council, dated November 15, and gazetted November 24, amends the Constitution of the Joint Committee by changing the name of the Joint Committee of Sherbrooke's Grocers and Butchers (L.G. July, 1940, p. 734, Aug., p. 868; June, 1941, p. 706; Oct., 1943, p. 1382; Dec., 1945, p.) to that of "The Eastern Townships Retailers Joint Committee."

Service: Public Administration

POLICEMEN, QUEBEC.

An Order in Council, dated November 15, and gazetted November 24, makes obligatory the terms of a new agreement between The City of Quebec and "Le Syndicat professionnel des Policiers municipaux de Québec, inc.": Agreement to be in effect from November 24, 1945, to April 30, 1946, and year to year thereafter subject to notice.

Hours: constables are divided into 2 shifts and either shift is relieved by the other every 24 hours. Constables required to remain on duty by order of the chief of police must do so without pay, and overtime done in that manner is replaced by equivalent time off.

Wage rates: inspectors and sergeant-detectives, from \$45 per week during first year to \$52 during fifth year; detectives, from \$36 during first year to \$44 during fifth year; radio technician, \$2,080 to \$2,500 per year (annual increase of \$100); quarter-master, \$40.50; operators, \$35.50; taximeter checker, \$35.50; sergeants, \$39; corporals, \$37; constables, \$21.50 on entering service to \$35 after fourth year.

Special constables are not governed by the provisions of the present decree.

Vacation: ten watches or guards, with pay.

Provision is made for uniforms, suits, allowance for detectives, etc. Sick leave: 1½ days per month with pay is allowed, which is cumulative, and which may be used either for personal illness or when a member of his family is ill.

MUNICIPAL EMPLOYEES (OUTSIDE SERVICES), QUEBEC

An Order in Council, dated November 15, 1945, and gazetted November 24, makes obligatory the terms of a new agreement, between The City of Quebec and "Le Syndicat des Employés des Services extérieurs de la Cité de Québec inc." Agreement to be in effect from November 24, 1945, to May 1, 1946, and year to year thereafter subject to 60 days' notice.

Temporary Employees

Minimum hourly rates: labourers in all departments including the snow removal service, 55 cents; asphalt mill—chief mechanic, 80 cents; stationary boiler fireman, 70 cents; weighers, mixers, workers on tubes, workers on "alivettes"

60 cents; carters, 56 cents; laying of asphalt—operators on rollers, 80 cents; shift leaders, 75 cents; rakers, 70 cents; surface men, rammers, drivers of city trucks, 60 cents; tracers, shovellers, oilers, sweepers, cutters, 55 cents; municipal shop—machinists, mechanics (with tools), wheelwrights, blacksmiths, auto mechanics, boiler-makers, oxygen and electric welders, 75 cents; mechanics' helpers, blacksmiths' helpers, 55 cents; store man, 60 cents; master mechanics and body-workers, cabinet makers, 80 cents; municipal building—bricklayers, plasterers, masons, 95 cents; carpenters, joiners, joint pointers, cement finishers, tinsmiths, roofers, electricians, pipe mechanics, 75 cents; compressor operators, mixer operators, painters, 70 cents; roads—drivers on snow ploughs, loaders, blowers, 70 cents; tractor drivers, 65 cents; truck drivers, sprinkler truck drivers, 60 cents; carters, 56 cents; rubbish department—removers, \$28 per week; truck drivers, \$29; carters, \$28; watchmen and varied occupations—\$25 and \$28; bridge operators, \$33; parks—horticulturists, 65 cents per hour; gardeners, 62 cents; carters, 56 cents; aqueduct—linemen, \$28 per week; truck drivers, 60 cents per hour; plumbers, 75 cents; charwomen, \$9.25 per week; foreladies, \$20. Overtime is payable at time and one-half with certain exceptions.

Particular provisions are made respecting the employees of the Provincial Exhibition Commission.

Vacation: three days after one year's service, 6 days per year thereafter. Provision is made for sick leave with pay.

Regular Employees

Minimum wage rates: labourers, \$26 per week; asphalt mill (fabrication)—stationary boiler fireman (56 hour week), \$39; mixers—watchmen (60 hours), \$30; asphalt laying—roller operator (48 hours), \$38; shift leader, \$33; city truck drivers, \$28.50; municipal shop (44 hours)—machinists, mechanics (with tools), wheelwrights, blacksmiths, auto mechanics, oxygen welders, blacksmiths, welders, boiler-makers, \$32.50; mechanics' helpers, \$26; cabinet makers \$35; municipal buildings (44 hours)—bricklayers, plasterers, masons, \$40; carpenters, joiners, joint pointers, cement finishers, pipe mechanics, electricians, tinsmiths, roofers, \$32.50; painters, \$30.50; aqueduct—linemen \$28, plumbers \$35; roads—drivers (tractor, water trucks, trucks equipped with snow ploughs or scrapers), \$31; carters, \$26.50; rubbish department—removers and carters (54-hour week), \$23; drivers, \$29 (54-hour week); watchmen (56 hours), \$25 and \$28; parks—horticulturists, \$28.50; gardeners, \$27.50.

Vacation: 2 weeks with pay yearly. Provision is made for sick leave with pay up to one month.

Service: Business and Personal

BARBERS AND HAIRDRESSERS, ST. HYACINTHE

An Order in Council, dated November 22, and gazetted December 1, amends the previous Orders in Council for this industry (L.G., Jan., 1945, p. 71, and previous issues) by providing for a change in working hours in Zone IV. In Zone IV, \$19 per week plus 50 per cent of all gross receipts in excess of \$26. Vacation—one week with pay each year to regular men's barber and hairdresser-employees in Zone IV. Wages to be paid during vacation shall be 2 per cent of gross wages earned by the employee during the last 12 months.

Report of the Royal Commission on Co-operatives

THE Royal Commission on Co-operatives appointed by Order in Council P.C. 8725 of November 16, 1944, issued its report in December, 1945. It is a volume of 245 pages and is the result of a detailed investigation of co-operative enterprises particularly in Canada, but in Great Britain and the United States as well.

Commencing at Vancouver on January 15, 1945, hearings were held in eight leading cities across the Dominion. In all, 175 briefs were filed with the Commission by co-operative associations, Boards of Trade, Canadian Trade Associations, corporations, firms, individuals and other public bodies. Members of the Commission spent several weeks in Great Britain and the United States, visiting some of the principal centres of co-operative activity and holding informal meetings with government officials, representatives of non-co-operative, as well as co-operative groups, economists, and writers. The practice with respect to the taxation of co-operatives in those countries and the attitudes of interested parties thereto were studied.

The warrant establishing the Commission followed a formal statement presented to a Committee of the Privy Council by the Hon. J. L. Ilsley, Minister of Finance, early in November, 1944. In that statement the Minister represented that "doubt had arisen as to the effect of the Income War Tax Act and the Excess Profits Tax Act, 1940, in the case of co-operative corporations, associations, and societies both as regards the general principles intended by Parliament to be applied and the effect, in many matters of detail, of the said taxation statutes upon these co-operative organizations and their members."

The statement recommended that "a full public inquiry into the application of income and profits tax measures to organizations organized and operated on a co-operative or mutual basis . . . and into the comparative position in relation to taxation under such measures of persons engaged in business in direct competition with co-operatives, should be undertaken without delay."

The Commission was set up under Part I of the Inquiries Act. The following were named Commissioners: Hon. Errol M. W. McDougall, a Judge of the Court of King's Bench, Quebec (chairman); Mr. B. N. Arnason, Regina, Sask.; Mr. G. A. Elliott, Edmonton, Alberta; Mr. J. M. Nadeau, Montreal, P.Q.; and Mr. J. J. Vaughan, Toronto, Ontario.

Make-up of Report

The report proper is prefaced by comments on the scope of the inquiry, including quotations of the relevant portions of the income War Tax Act and the Excess Profits Tax Act, 1940, together with a brief analysis of the nature and incidence of the income tax. Part I of the report deals with trading co-operatives, tracing their development from the early days of agricultural settlement in Canada to their present well organized, complex and extensive operations in marketing the products of the farms and the fisheries and in supplying many of the requirements of those engaged in those industries. The varied structural organization of Canadian co-operative associations is described in some detail, including their capital structure, membership qualifications, management controls, marketing methods, co-operative financing and government assistance.

Part II deals specifically with credit unions, their types, their organization and operation, their present tax position and the factors having a bearing on suggested amendments to the tax regulations that apply to them. Part III provides an analysis of mutual insurance organizations and the arguments advanced for and against changes in the method of taxing them.

Five lengthy appendices discuss (a) "Relative Growth of Co-operative Business in Canada," (with tables and graphs); (b) "Organization and Operation of Certain Canadian Co-operative Associations"; (c) "Financial Information and Operating Methods of Certain Co-operative Societies in the Provinces of Quebec and Saskatchewan," (with tables and charts); (d) "The Taxation of Co-operative Societies in Great Britain and the United States"; (e) "Development and Operation of Credit Unions in Canada."

Tax Position of Co-operatives and Their Competitors

The tax position of co-operative associations the Commission states, may be regarded at present as falling within the purview of section 4(p) of the Income War Tax Act and thus not liable to corporate income or Excess Profits tax.

As we have seen, their competitors consist of public and closely held companies, partnerships, sole proprietorship businesses, non-exempt co-operative companies and even Gov-

ernment enterprises. The incorporated competitors are subject under the Income War Tax and Excess Profits Tax Act to a tax of 40 per cent (30 per cent in the case of small companies) on income up to 116½ per cent of their standard profits and a tax of 100 per cent (less a 20 per cent post war refund) on income in excess thereof. Unincorporated business competitors of the co-operative associations are not subject to tax as business entities under the Income War Tax Act but their owners are subject to income tax on their business and personal incomes. Under the Excess Profits Tax Act unincorporated businesses are subject to a tax of 15 per cent of their total profits or, alternatively, the whole of their excess profits, whichever tax is the larger. Some of the direct competitors of the co-operative associations are non-exempt companies which carry on trade in ways which are, in many respects, analogous to the business methods of the exempt companies. These companies would be entitled to deduct payments in proportion to patronage where the terms on which they have sold or obtained a product involve a contractual obligation to make the payment, and it is not purely voluntary. These contractual payments are deductible whether paid in cash or credited to the accounts of the producers or customers as an irrevocable obligation.

Evidence Presented to Commission

The arguments relating to the taxation of co-operative associations as presented to the Commission at its hearings in each of the provinces are analyzed and summarized. The representatives of co-operative associations advanced two main grounds upon which they sought to be freed from tax. In the first place they urged that their associations performed certain public services for people in receipt of low incomes which ordinary companies did not attempt, or at least not to the same extent. Thus, they held that in the public interest they should be specially favoured. In the second place, it was alleged that they were not profit-making institutions by intention or practice; that their object was to perform services for their members at cost, giving rise to the argument that, in fact, they did not derive profits from their members. However, many recognized that some profits might arise and accrue to the members through the association from non-member business or deriving from investments.

On the other hand, the competitors of the associations contended that "the co-operative surplus is strictly analogous to the profits of an ordinary corporation, that the co-operative form of organization enables the association to secure a large volume of business and to effect economies in marketing; also that this surplus is attributable to the use of capital and the employment of labour and to the successful outcome of business risks. These are the factors, they argued, that enable ordinary companies to make profits." It was

held, further, that the co-operative associations perform precisely the same productive functions as ordinary companies, using the same sort of buildings and equipment, employing the same sort of labour, using the same technical methods, obtaining the goods they handle and process from the same sources and selling them in the same markets as do their non-co-operative competitors; that they are organized as limited liability companies; that they are organized and operated for the purpose of making a profit. Consequently, it was held that they should be assessed to taxes upon the same basis as an ordinary company.

I. Taxation of Trading Co-operatives

The Commission's recommendations were as follows:

(1) The Commission suggested the repeal of a portion of section 4 of the War Income Tax Act, which exempts from taxation, under stated conditions, farmers', dairymen's, fruit-growers', poultrymen's, fishermen's and other co-operatives.

(2) It was also suggested that both the Income War Tax Act and the Excess Profits Tax Act be amended to provide for the taxation of co-operative associations and organizations on the same basis as other persons in accordance with the following recommendations:

(3) That co-operative associations and organizations, joint stock companies, partnerships, and other bodies and persons shall be allowed to deduct, in computing taxable income, such amounts as patronage bonuses, patronage dividends, refunds of excess handling charges, discounts, rebates and other similar amounts which are paid or credited to their customers, in proportion to the quantity, quality or value of goods acquired, marketed, or sold or services rendered; provided that:

(a) such amounts are paid in cash or its equivalent within six months after the annual meeting of the relevant fiscal period of the association, organization or company and within six months after the end of the relevant fiscal period of other businesses; or alternatively, that they are credited within the same period to each customer and exigible by him on giving such notice as may be deemed reasonable.

(b) the statute or statutes under which any such co-operative association or organization is incorporated or registered, or its bylaws, or a contract with its customers, hold forth the prospect that payments will be made in proportion to patronage.

- (c) the company or other person holds forth the prospect to customers that payments will be made in proportion to patronage.
- (d) payments in proportion to patronage shall be at the same rate to all customers with respect to the same type or class of commodities, goods or services, with allowance for differentiation in class, grade or quality where appropriate.
- (4) That deductions from the gross proceeds of a customer's products be excluded from the income of the association, organization or other business, if applied against an obligation incurred by such customer to purchase shares, or to make other investment in the association; or if credited to the customer, and exigible by him on giving such notice as may be deemed reasonable.
- (5) That amounts credited in proportion to patronage and deductions from the gross proceeds of sale of the customer's products, which were not deductible for tax purposes when credited or deducted shall, nevertheless, be allowed as a deduction in the period during which they are paid to the customers.
- (6) (a) That interest, on any form on investment in, or loan to, the association or other taxpayer having a fixed date of maturity, be allowed as a deduction, provided such interest is exigible annually by the claimant or creditor at the rate fixed at the time such investment or loan was made.
- (b) That interest, on any form of investment or loan which is withdrawable on giving such notice as may be deemed reasonable be allowed as a deduction if exigible by the claimant or creditor at a rate fixed in advance.
- (7) That a newly formed association which obtains incorporation or registration under provincial co-operative legislation, or is incorporated as a co-operative under Dominion authority, for the purpose of producing and/or marketing natural products of its members or customers and/or of purchasing supplies, equipment, household necessities or services, for its members or customers and which is not owned or controlled, directly or indirectly, by an existing association, or a group of existing associations, shall, with the consent of the Minister, be exempt from income tax for its first three fiscal periods following the commencement of operations. An association claiming such relief should, nevertheless, be required to file annual returns in accordance with Part V of the Income War Tax Act in such form as may be determined by the Minister.

(8) That section 4, paragraph (y) of the Income War Tax Act be amended, if necessary, to include associations incorporated or registered under provincial co-operative legislation for providing co-operative housing service.

(9) That associations incorporated or registered under provincial co-operative legislation, or incorporated as a co-operative under Dominion authority, for the purpose of providing telephone services, distribution of electric power, or medical and hospital services, be exempt from income and excess profits taxes.

(10) That the Minister be given power to require all persons to make such annual returns of "patronage dividends" declared, or "deductions" made, as may be deemed desirable.

II. Credit Unions

It is stated in the report that "information furnished to the Commission makes it clear that co-operative societies organized for the purpose of accepting the savings of their members in the form of shares and deposits and for providing a source of credit for their members form an important and a rapidly expanding part of Canadian co-operative development." These "credit unions", or "caisses populaires", as they are called in Quebec, are also organized in regional and provincial federations, either for the purpose of serving as a medium for the deposit of surplus funds by member units and as a source of credit for them, or to provide inspection or educational services.

The report presents an analysis of credit union methods of operation and organization in Canada and their present position with respect to taxation, together with a summary of the arguments and considerations presented to the Commission.

The Commission recommended that the income of credit unions continue to be exempt from taxation under the Income War Tax Act and that sections of that Act be amended to make clear: (a) that it includes federations whose membership may comprise other credit unions, co-operative associations, parishes, school districts and other similar bodies; (b) that organizations excepted thereunder must derive their revenues primarily from loans made to members.

III. Mutual Insurance Organizations

Under the terms of the warrant establishing the Commission inquiry was made into the application of income and profits tax measures to organizations formed and operated on a "mutual basis"; and also, into the comparative

position in relation to taxation of persons engaged in business in direct competition with mutuals.

A number of briefs were filed and several witnesses appeared on behalf of mutual fire insurance companies and joint stock insurance companies engaged in fire, automobile and casualty insurance. Life and marine insurance companies were not included in the investigations.

The report contains a descriptive analysis of the several types of mutual insurance organizations, the methods and scope of the business they transact and their position with respect to taxation. Statistics compiled by the Dominion Bureau of Statistics are quoted with a view to disclosing the respective competitive positions of the mutuals and the stock companies. This comparative method is followed in summarizing the representations made to the Commission by the several witnesses.

The Commission recommended:

1. That the Income War Tax Act and The Excess Profits Tax Act (1940) be amended to provide for the taxation of mutual organizations carrying on the business in Canada, of fire, casualty and automobile insurance, in accordance with the recommendations which follow.

2. That dividends on, or refunds of premiums to policyholders, whether paid in cash or applied against renewal premiums, together with any unabsorbed premiums or premium

deposits returned to or payable to policyholders, and any other amount credited to a policyholder or subscriber in such a way that it is exigible by him on giving such notice as may be deemed reasonable, be allowed as a deduction in computing taxable income.

3. That joint stock companies and other insurers writing fire, automobile and casualty insurance, which pay dividends or make refunds of premiums to policyholders be allowed to deduct such dividends or refunds in computing taxable income.

4. That before giving effect to the foregoing recommendations the incidence of the tax on net premiums of mutual insurance organizations under the Special War Revenue Act, the exemption from taxation granted to marine insurance companies, and the treatment for income tax purposes of investment income in Canada accruing to British and foreign insurance companies, should be reviewed by the Government;

(5) That the income of any insurer, mutual or otherwise, shall not be liable to taxation when in any year the net premium income in Canada is derived, to the extent of not less than 50 per cent thereof, from the insurance of farm property and other property not protected by municipal or other fire fighting organizations, or is derived wholly from the insurance of churches, schools or other religious, educational and charitable institutions.

Canadian Vocational Training

THE following types of projects are now carried on under Canadian Vocational Training by the Dominion Department of Labour in co-operation with the Provincial Governments:—

- (1) The vocational and pre-matriculation training of discharged members of the Forces.
- (2) Training of apprentices.
- (3) Retraining of workers released from employment.
- (4) Training of foremen and supervisors.
- (5) Training of young people and assistance to students.
- (6) Dominion financial assistance to the provinces for vocational schools.

Cumulative Enrolment

From its inception up to November 30, 1945, the gross enrolment in all types of projects has been 447,093, made up as follows:—

Full-time pre-employment classes for war industry.....	108,405
Part-time classes for persons employed in war industry.....	35,256
Full-time plant schools in industry...	37,998
Industrial supervisors and foremen...	102,894
R.C.A.F. Tradesmen.....	65,213
Army Tradesmen.....	49,260
Navy Tradesmen.....	9,056
Discharged members of the Forces...	29,756
University students.....	9,255

Training of Discharged Members of the Forces

The greatly accelerated rate of demobilization plus the seasonal increase in unemployment has created among discharged members of the Forces a great increase in the demand for vocational training. This situation, added to the difficulty in obtaining buildings and equipment, has placed a very great strain on the existing training facilities during the last month, but additional centres are being opened and equipped as rapidly as possible.

At the end of December use was being made of about 55 special training centres, 40 municipal and provincial schools and about 100 privately owned trade and commercial schools. The special pre-employment centres are operating in 37 localities throughout the country, and provide a normal capacity of about 11,000 for vocational classes, 2,500 for commercial classes and 5,700 for pre-matriculation classes. These capacities can be increased about approximately 60 per cent by temporary crowding, or, in some cases, operating a second training shift. The above mentioned capacities do not include any accommodation in privately owned schools or in training on the job in industry. At the end of November the total number of veterans enrolled for all types of training was in excess of 17,500 representing an increase of over 5,000 during the month.

To facilitate the entrance of veterans into trades designated under Provincial Apprenticeship Acts, to arrange for their indentureship to employers and to supervise their training while on the job, special representatives have been appointed in several provinces to work in co-operation with the Provincial Apprenticeship authorities. These representatives are concerned mainly with the building and construction trades.

Training of Civilian Workers

Up to the end of December the Dominion-Provincial Agreements to provide training or retraining for workers released from gainful employment had been signed only in the Provinces of British Columbia, Alberta, Saskatchewan and Nova Scotia, but no actual training had been started.

Dominion Assistance to Vocational Schools

Up to the end of December, 1945, agreements had been signed in the Provinces of British Columbia, Alberta, Saskatchewan, New Brunswick and Prince Edward Island. There is a great demand for capital expenditures for both buildings and equipment, but the erection of new buildings will probably be delayed owing to the prevailing shortage of many building materials and supplies.

TABLE 1—REHABILITATION TRAINING OF DISCHARGED MEMBERS OF THE FORCES
TRAINING ON THE JOB IN INDUSTRY APRIL 1, 1945 TO NOVEMBER 30, 1945

(Subject to Revision)

	NUMBERS IN TRAINING			COM- PLETIONS	WITH- DRAWALS
	From April 1/45 to Nov. 30/45	Enrolled in Nov.	At End of Nov.	From April 1/45 to Nov. 30/45	From April 1/45 to Nov. 30/45
Dominion Summary					
Men.....	4,406	1,155	3,303	506	597
Women.....	77	12	37	19	21
Total.....	4,483	1,167	3,340	525	618
Prince Edward Island					
Men.....	38	4	23	5	10
Women.....					
Total.....	38	4	23	5	10
Nova Scotia					
Men.....	82	13	71	8	3
Women.....	5	1	4	1	
Total.....	87	14	75	9	3
New Brunswick					
Men.....	77	24	58	11	8
Women.....	4	1	3	1	
Total.....	81	25	61	12	8
Quebec					
Men.....	756	200	579	90	87
Women.....	10		6	1	3
Total.....	766	200	585	91	90
Ontario					
Men.....	1,768	485	1,380	137	251
Women.....	19	7	11	4	4
Total.....	1,787	492	1,391	141	255
Manitoba					
Men.....	532	115	433	36	63
Women.....	3			2	1
Total.....	535	115	433	38	64
Saskatchewan					
Men.....	208	43	140	46	22
Women.....	1			1	
Total.....	209	43	140	47	22
Alberta					
Men.....	446	118	279	84	83
Women.....	17	2	7	5	5
Total.....	463	120	286	89	88
British Columbia					
Men.....	499	153	340	89	70
Women.....	18	1	6	4	8
Total.....	517	154	346	93	78

TABLE 2.—REHABILITATION TRAINING IN CORRESPONDENCE COURSES AND PRE-MATRICULATION CLASSES APRIL 1, 1945 TO NOVEMBER 30, 1945

(Subject to Revision)

	NUMBERS IN TRAINING			COM- PLETIONS	WITH- DRAWALS
	From April 1/45 to Nov. 30/45	Enrolled in Nov.	At End of Nov.	From April 1/45 to Nov. 30/45	From April 1/45 to Nov. 30/45
Dominion Summary					
Correspondence	460	56	363	28	69
Pre-Matriculation	6,932	1,721	5,058	1,251	672
Total	7,549	1,812	5,496	1,299	753
Prince Edward Island					
Correspondence	4		4		
Pre-Matriculation	13	7	10	2	1
Total	17	7	14	2	1
Nova Scotia					
Correspondence	7		4	2	1
Pre-Matriculation	87	24	68	6	13
Total	95	24	72	9	14
New Brunswick					
Correspondence	4		3		1
Pre-Matriculation	119	31	93	17	9
Total	123	31	96	17	10
Quebec					
Correspondence	60	5	39	3	18
Pre-Matriculation	444	14	443		1
Total	504	19	482	3	19
Ontario					
Correspondence	211	38	177	7	27
Pre-Matriculation	3,259	657	2,127	748	384
Total	3,523	715	2,341	769	413
Manitoba					
Correspondence	45	2	40	1	4
Pre-Matriculation	1,009	369	742	123	144
Total	1,065	375	789	125	151
Saskatchewan					
Correspondence	28	6	20	5	3
Pre-Matriculation	743	317	640	57	46
Total	786	327	670	63	53
Alberta					
Correspondence	54	2	41	2	11
Pre-Matriculation	838	285	627	148	63
Total	908	292	681	151	76
British Columbia					
Correspondence	47	3	35	8	4
Pre-Matriculation	470	17	308	150	12
Total	528	22	351	160	17

TABLE 3.—REHABILITATION TRAINING IN SCHOOLS APRIL 1, 1945 TO NOVEMBER 30, 1945

	NUMBERS IN TRAINING			PLACED IN EMPLOY- MENT	COM- PLETED BUT NOT REPORTED PLACED	WITH- DRAWALS
	From April 1/45 to Nov. 31/45	Enrolled in November	At End of November			
Dominion Summary						
Men.....	10,657	2,949	7,803	1,397	277	1,184
Women.....	1,649	258	872	350	65	365
Total.....	12,306	3,207	8,675	1,747	342	1,549
Prince Edward Island						
Men.....	45	19	32	2	7	4
Women.....	8	2	6	1	1	1
Total.....	53	21	38	3	8	5
Nova Scotia						
Men.....	328	151	282	33		13
Women.....	27	2	25	2		
Total.....	355	153	307	35		13
New Brunswick						
Men.....	381	113	268	58	2	55
Women.....	51	10	34	6	1	10
Total.....	432	123	302	64	3	65
Quebec						
Men.....	1,975	517	1,624	131	70	150
Women.....	252	38	150	42	5	55
Total.....	2,227	555	1,774	173	75	205
Ontario						
Men.....	3,748	863	2,787	486	75	400
Women.....	520	99	299	86	25	110
Total.....	4,268	962	3,086	572	100	510
Manitoba						
Men.....	1,592	528	1,106	144	67	275
Women.....	220	30	100	52	1	67
Total.....	1,812	558	1,206	196	68	342
Saskatchewan						
Men.....	719	265	478	163	22	56
Women.....	120	17	57	34	11	18
Total.....	839	282	535	197	33	74
Alberta						
Men.....	1,021	366	721	143	18	139
Women.....	224	27	95	63	15	51
Total.....	1,245	393	816	206	33	190
British Columbia						
Men.....	848	127	505	237	16	92
Women.....	227	33	106	64	6	53
Total.....	1,075	160	611	301	22	145

Meeting of Directors of Apprenticeship

Provincial Directors of Apprenticeship, meeting in Ottawa, agreed to attempt to establish uniformity in apprenticeship training throughout the Dominion, and also in the treatment of veterans entering designated trades.

The meeting took place November 13-14, 1945, at the Head Office of Canadian Vocational Training, and was under the chairmanship of Mr. R. F. Thompson, Dominion Director of Training.

It was decided to recommend an increase in the ratio of apprentices to journeymen in specified trades, especially those relating to building and construction. This would increase the number of veterans able to be trained as part of the rehabilitation program. Already several of the provinces in certain trades have granted credits to veterans, thus shortening their training period. It was recommended that the ratio be set for provinces rather than for individual employers. Promotion of the building trades program by means of a nationwide publicity campaign was projected in view of the extreme housing shortage for civilian and returning servicemen's needs, and which it was expected would continue providing the means of livelihood for great numbers of returned men when sufficiently trained through the apprenticeship plan.

Standardize Basic Training

In respect to standards of attainment and trade tests, it was felt that at present only the basic subjects of training could be standardized. This was owing to the fact that the type of work performed by the apprentice depends almost entirely on the contracts which the employer has been called upon to fill. This difficulty would of course disappear in time, as ultimately all branches of work in the trade would eventually be mastered by the trainee. Certificates of attainment would be issued trainees upon completion of their training; and might ultimately supersede those given under the Tradesmen's Qualification Act. Evaluation of credits would be determined on an individual basis by representatives of the trade concerned; the Dominion Department of Labour to pay the costs for adequate trade tests on approval of the provincial standards recommended. Wage rates should be set as a percentage of the journeymen's rate prevailing in the area, rather than be fixed arbitrarily in cents per hour.

The Provincial Directors present unanimsly endorsed the necessity for regular periods of class instruction, in addition to the normal training on the job. This would aid in reducing the length of apprenticeship in some trades. At present this differs greatly from province to province.

Follow Bovey Commission

Consideration was given the recommendations on apprenticeship of the Royal Commission on Veterans' Qualifications, headed by the Honourable Wilfrid Bovey. It was hoped to implement as far as possible at this time, the recommendations of this Commission in regard to establishing trade standards, designation of more apprenticeship trades, standardization of trade tests and accelerated training. Previously taken care of through the agency of Canadian Vocational Training and the Provincial Department of Labour, were the two recommendations of the Commission with respect to supplementary training and a conference on apprenticeship.

Dominion-Provincial Co-operation

Mr. R. F. Thompson, Dominion Director of Canadian Vocational Training, characterized the conference as "a great step forward". He pointed out that while apprenticeship control came under Provincial legislation, successful carrying out of the whole scheme of industrial apprenticeship rested upon the mutual agreement between Dominion and Provincial Governments, contained in the Vocational Training Co-ordination Act, and P.C. 8993, of January 21, 1944, when an apprenticeship agreement lasting 10 years and providing substantial financial aid was concluded with the majority of the provinces. Under the terms of the agreement, the Dominion shared equally with the provinces in the costs of providing technical and practical training in schools, also on a full or part time basis for apprentices registered under the Provincial Act.

Veteran Can Retain Credit

He also noted that veterans if they did not wish to use their re-establishment credit towards vocational training, could be entered as civilian apprentices in which case their re-establishment credit would be available for use in the other connections provided.

Appointments to Vocational Training Advisory Council

Re-appointments to the Vocational Training Advisory Council, under the Vocational Training Co-ordination Act, 1942, were announced by Mr. A. MacNamara, Deputy Minister of Labour, on December 18, 1945. There were only two changes in the personnel of the Council, namely, Captain Henry G. Gonthier of St. Lambert, P.Q., replaced Colonel J. T. E. Gagnon of Quebec and Mr. R. A. Seasons, of Ottawa replaced Mr. J. Pigott of Hamilton. The following are the present members of the Council:—

Chairman—Dr. G. Fred McNally, Deputy Minister, Department of Education, Edmonton, Alberta.

Members of Council—Alphonse Begin, Esq., Publicity Agent, Confederation of Catholic Workers of Canada Inc., 231 Demontigny East, Montreal, P.Q.; Jean Bruchesi, Esq., Deputy Provincial Secretary, Quebec City, P.Q.; E. R. Complin, Esq., Personnel Director, Canadian Industries Limited, Montreal, P.Q.; N. S. Dowd, Esq., Executive Secretary, The Canadian Congress of Labour, 230 Laurier Avenue, West, Ottawa, Ontario; Lt.-Col. F. T. Fahey, Director of Technical Education, Department of Education, Victoria, B.C.; R. A. Seasons, Esq., W. G. Edge Company, Ottawa, Ontario; Mrs. E. D. Hardy, President, National Council of Women, 198 Second Avenue, Ottawa, Ontario; J. C. Herwig, Esq., Acting General Secretary, The Canadian Legion of the British Empire Service League, Dominion Command, Ottawa, Ontario; D. S.

Lyons, Esq., General Vice-President, International Association of Machinists, 806 Keefer Building, Montreal, P.Q.; N. C. MacKay, Esq., Director of Extension, Department of Agriculture, Winnipeg, Manitoba; Miss B. Oxner, Director of Women's Work, University of Saskatchewan, Saskatoon, Saskatchewan; Dr. Fletcher Peacock, Director of Educational Services, Department of Education, Fredericton, N.B.; Captain Henry G. Gonthier, President, Quebec Provincial Command of the Canadian Legion, St. Lambert, P.Q.; F. S. Rutherford, Esq., Deputy Minister, Department of Education, Parliament Buildings, Toronto, Ontario; Dr. F. H. Sexton, Director of Technical Education, Department of Education, Halifax, N.S.; C. B. C. Scott, Esq., General Personnel Manager, Massey-Harris Company, Limited, Toronto, Ontario.

The function of the Council, which consists of the Chairman and fifteen members (with one-third of the members retiring each year) is to advise the Minister of Labour on the training and retraining of veterans, the training of workers released from industry and the provision of Dominion financial assistance to the provinces for vocational schools. The members represent employers and workers, veterans, technical education, women's organizations and other groups. The council is co-ordinated with Canadian Vocational Training of the Department of Labour which administers the various types of vocational training included in the scope of the 1942 Act.

Higher Technological Education in England and Wales

POINTING out that "the position of Great Britain as an industrial nation is being endangered by a failure to secure the fullest possible application of science to industry, and that this failure is partly due to deficiencies in education", the report of the special committee on higher technological education, published on November 7, 1945, contains important recommendations. The committee, under the chairmanship of Lord Eustace Percy, was appointed in April, 1944, by the Minister of Education.

More and better students, and a substantial increase in teaching facilities and staff are needed, according to the committee, and this will require the co-operation of both industrialists and educators in detecting ability and selecting it for education and training. Industry and educational institutions training for industry have not received their fair share of the national ability because of two factors:

the tendency to direct boys of first-rate ability attending school until 18 away from "factory employment", and the lack of opportunity for boys leaving school before the age of 16 to return to university or other full-time education.

A national campaign to increase the prestige of the technical professions is recommended. The report suggests that the Juvenile Employment Bureaux of the Ministry of Labour, secondary school appointment machinery, and University Appointment Boards should all be used to supply information. Industry should also join in furnishing information. In addition, State scholarships for candidates from industry as well as from secondary schools are urged. Boys entering industry at or about the age of 16 should have a "path back to full-time education through the part-time courses of technical colleges."

The adjustment between technical college and university courses was also dealt with by the committee. Transfer at the matriculation, intermediate and post-graduate stages should be made possible. This could be achieved at the first stage by universities recognizing technical college examinations, in whole or in part; at the second, by adding the fundamental sciences to the course for the Ordinary National Certificate so that the universities could recognize as the equivalent of their own intermediate examinations one taken by a technical college student around the age of 19; and at the third stage, by accepting a candidate's proved ability to "contribute to the discovery of new knowledge", whether or not he has a Bachelor's degree.

The committee proposes that colleges of technology, specially selected by the Minister of Education to develop courses comparable to degree standard, should be available for students passing from part-time to full-time education and not proceeding to the university. Qualifications of graduates should conform to national standards, and should be determined by the national council.

This national council is to be the central counterpart of the regional machinery which the committee proposes for the development of higher technological training. Regional

advisory councils, similar to those now in existence in some areas, would be established throughout England and Wales to co-ordinate technological studies in universities, colleges of technology, and other technical colleges in the region. These councils, in turn, should create regional academic boards of technology, composed of the academic heads of universities and technical colleges and of members of their teaching staffs. An advisory board "would advise the governing bodies of the participating institutions and the regional advisory council on the development and co-ordination of higher technological studies in each institution and the region as a whole": the board would also consult industry closely and frequently.

The members of the national council should be appointed by the Minister of Education, the committee considers, and should represent both the regional advisory councils and academic boards. It would consider the national aspects of regional policies, and would advise the Minister of Education and the University Grants Committee concerning them, without altering the responsibilities of those two authorities or restricting their freedom of communication with educational authorities and bodies.

*Activities of Unemployment Insurance Commission**

Analysis of Statistics for November—Insurance Registrations—The Fund—Decisions of Umpire—Work of Employment Offices

DURING the month of November claims for Unemployment Insurance benefit totalled 53,325, an increase of 16,608 over the 36,717 filed in October. The number recorded in November, 1944 was 11,798.

Persons signing the live unemployment register during the last six working days of November increased by 23,609 over the corresponding period in October, the number being 85,174 (64,592 males and 20,582 females) in November, 61,565 (43,638 males and 17,927 females) in October and 13,431 (9,324 males and 4,107 females) in November 1944. It may be noted that the gain in numbers during the last week of November as compared with October was proportionately much greater for males (48 p.c.) than for females (15 p.c.).

A total of 40,865 claims were adjudicated at Insurance Offices during November, 33,521 being considered entitled to benefit and 7,344 not entitled to benefit. Of those considered not entitled to benefit, the chief reasons for non-entitlement were: "insufficient contributions while in insurable employment" (3,304 cases); "voluntarily left employment without just cause" (2,239 cases); "loss of work due to a labour dispute directly affecting the claimant" (713 cases); "discharged for misconduct" (587 cases).

One or more benefit payments were made to 61,193 persons during November compared with 43,775 beneficiaries during October and 7,114 in November, 1944. These 61,193 persons were paid a total of \$2,509,610 for 1,244,023 compensated unemployed days in November as against the 43,775 persons paid \$1,709,164 for 840,327 days during October and 7,114 persons paid \$179,001 for 95,720 days in November, 1944.

The average duration of the unemployment compensated was, then, 20.2 days in November, 19.2 days in October and 13.5 days in November, 1944. The average amount of benefit paid per beneficiary was \$40.82 during November, \$39.04 during October and \$25.16 during November, 1944. The average amount of benefit paid per compensated day of unemployment was \$2.02 in November, \$2.03 in October and \$1.87 in November, 1944.

Insurance Registrations

Reports received from Local Offices of the Unemployment Insurance Commission showed that as at November 30, 1945, 2,981,757 em-

ployees were issued with insurance books and had made contributions to the fund at one time or another since April 1, 1945, an increase of 98,448 since October 31, 1945.

As at November 30, 1945, 152,818 employers were registered as having insurable employees, an increase of 2,077 since October 31, 1945.

Registrations as at November 30, 1945 by regions are given in Table 1.

Unemployment Insurance Fund

The total Employer-Employee contributions for November amounted to \$5,283,649.49 as compared with \$6,267,913.20 for the same month in 1944. The decrease is largely due to the fact that in November, 1944, arrears of contributions amounting to \$940,000.00 were received from various Government departments.

Benefits paid during November, 1945, amounted to \$2,508,616.02, the largest amount for any month to date. This figure shows an increase of \$800,271.16 over the previous month and an increase of \$2,330,477.98 over the figure for November, 1944, when benefit payments amounted to only \$178,138.04.

Of the total revenue of \$9,329,194.39 during November, 1945, 26.8 per cent was required for benefit payments, leaving a net increase to the fund of \$6,820,578.37 during the month.

Control of U.I.C. by Minister Extended

Order in Council P.C. 7994, dated September 4, 1942, among other things, gave the Minister of Labour control and supervision of the officers, clerks and employees of the Unemployment Insurance Commission for the duration of the war, or until such previous time as might be fixed by proclamation.

The purpose of this action was to enable the Minister to utilize more effectively the personnel of the Commission in administering National Selective Service regulations, as well as measures undertaken for the re-establishment of war veterans and civilian war workers.

As the Minister was of the opinion that this authority should continue to be vested in him during the transition period, Order in Council P.C. 7377 was passed on December 21, 1945 extending such authority until March 31, 1946.

* Statistics (including tables) based on returns supplied by the Unemployment Insurance Commission and Dominion Bureau of Statistics.

Work of Employment Offices Lauded

"The Local (Employment) Office can become as much a part of the community as the public library, the school, or the town hall, if it gives service", it was declared by the Honourable Humphrey Mitchell, Minister of Labour and Arthur MacNamara, Deputy Minister in a seasonal message to National Employment Service staffs in local offices across Canada.

Paying tribute to the work the National Employment Service had performed during the past year, the Minister and Deputy Minister stressed the obligation to convey to the "man in the street" the value of the free and efficient service which is thus afforded him. They noted that remaining wartime National Employment Service controls are now "negligible".

The text of the message reads in part as follows:—

"During the war, the Employment Service operated with one object in view, and not only had public support but legal sanctions to make its task easy.

"The controls which will remain in the new year will be negligible; employers will be thinking of their competitive positions and of the productive efficiency of their workers; security and the prospect of advancement will be in the minds of workers, and the thinking of all will be more concentrated on individual issues and problems.

"In this season of goodwill towards man, it should be realized that the Employment Service can only prosper if the man in the street—employer and worker—believes that it can be of genuine service to him. If he believes it means an expenditure of time with no end-result or benefit to him, the Employment Service will find itself starved of the nourishment which sustains it. The Local Office can become as much a part of the community as the public library, the school, or the town hall, if it gives service.

"During the war years the type of job you were called upon to do was magnificently performed, and all credit is due to you for it. We know that with a true spirit of goodwill and co-operation you can be just as successful with the new techniques necessary to meet new problems."

TABLE 1.—REGISTRATIONS AS AT NOVEMBER 30, 1945

Region	Employers Registered (Live File)	Insured Persons Registered
Maritimes.....	12,037	226,670
Quebec.....	41,171	905,776
Ontario.....	56,142	1,165,425
Prairie.....	27,941	415,042
Pacific.....	15,527	268,844
Total for Canada.....	152,818	2,981,757

TABLE 2.—NUMBER OF PERSONS FILING CLAIMS FOR UNEMPLOYMENT INSURANCE BENEFIT IN LOCAL OFFICES, FEBRUARY, 1942 TO NOVEMBER, 1945

	1942	1943	1944	1945
January.....		4,637	11,751	20,412
February.....	663	4,822	12,284	14,990
March.....	4,124	5,046	10,667	13,307
April.....	2,925	3,953	6,463	8,430
May.....	2,799	2,027	4,654	8,825
June.....	4,629	1,772	3,226	10,857
July.....	2,668	1,087	3,106	10,886
August.....	1,855	1,370	3,241	20,557
September.....	1,118	1,013	3,715	40,473
October.....	1,058	1,475	6,222	36,717
November.....	1,748	2,896	11,798	53,325
December.....	3,337	6,562	13,770	.....
Total.....	26,924	36,660	90,897	238,779

TABLE 3.—CLAIMS FOR UNEMPLOYMENT INSURANCE BENEFIT BY PROVINCES, NOVEMBER, 1945

Province	Claims Filed at Local Offices			Disposal of Claims (including claims pending from previous months)		
	Total	Initial	Renewal	Entitled to Benefit	Not Entitled to Benefit	Pending
Prince Edward Island.....	185	159	26	76	7	122
Nova Scotia.....	2,351	1,808	543	1,108	227	1,067
New Brunswick.....	893	784	109	410	97	405
Quebec.....	21,197	17,454	3,743	11,353	2,269	11,325
Ontario.....	17,006	14,593	2,413	12,800	3,465	2,288
Manitoba.....	2,551	2,014	537	1,659	272	791
Saskatchewan.....	1,067	876	191	753	139	170
Alberta.....	2,066	1,654	412	1,033	196	846
British Columbia.....	6,009	5,014	995	4,329	672	2,046
Total, Canada, November, 1945.....	53,325	44,356	8,969	33,521	7,344	19,060
Total, Canada, October, 1945.....	36,717	31,142	5,575	33,384	6,736	12,312
Total, Canada, November, 1944.....	11,798	9,998	1,800	7,405	1,511	2,746

TABLE 4.—CLAIMANTS NOT ENTITLED TO UNEMPLOYMENT INSURANCE BENEFIT WITH CHIEF REASONS FOR NON-ENTITLEMENT

Reasons for Non-Entitlement	Month of November, 1944	Month of November, 1945	Cumulative Total for Current Fiscal Year
Insufficient contributions and not in insurable employment.....	467	3,304	11,187
Not capable of and not available for work.....	35	81	599
Loss of work due to a labour dispute.....	.....	713	2,698
Refused offer of work and neglected opportunity to work.....	48	36	474
Discharged for misconduct.....	55	587	2,332
Voluntarily left employment without just cause.....	783	2,239	8,738
Other reasons (1).....	123	384	1,122
Total.....	1,511	7,344	27,150

(1) These include: Claims not made in prescribed manner; claimants not unemployed; failure to carry out written directions claimants being in class "O" contributions; claimants being inmates of prisons, etc.

TABLE 5.—NUMBER OF PERSONS RECEIVING UNEMPLOYMENT INSURANCE BENEFIT, AMOUNT OF BENEFIT PAID, NOVEMBER, 1945

Province	Number Receiving Benefit During Month	Number Commencing Benefit During Month	Number of Days Benefit Paid	Amount of Benefit Paid
Prince Edward Island.....	179	83	3,538	\$ 7,064
Nova Scotia.....	2,586	950	50,573	106,603
New Brunswick.....	498	244	8,843	18,233
Quebec.....	26,453	10,121	554,673	1,096,234
Ontario.....	20,015	8,319	411,525	837,145
Manitoba.....	2,708	1,187	47,975	95,053
Saskatchewan.....	902	417	14,690	28,803
Alberta.....	1,523	728	29,282	56,817
British Columbia.....	6,329	3,280	122,924	263,558
Total, Canada, November, 1945.....	61,193	25,329	1,244,023	2,509,610
Total, Canada, October, 1945.....	43,775	25,838	840,327	1,709,164
Total, Canada, November, 1944.....	7,114	3,625	95,720	179,001

TABLE 6.—ACTIVE CLAIMANTS FOR BENEFIT BY OCCUPATIONS AS AT NOVEMBER 30, 1945

Occupational Groups	Male	Female	Total
Professional and Managerial Workers.....	1,907	399	2,306
Clerical Workers.....	4,709	4,130	8,839
Sales Workers.....	2,414	2,299	4,713
Service Workers.....	3,988	1,950	5,938
Agricultural Workers and Fishermen.....	330	15	345
Food Workers.....	268		268
Textile and Clothing Workers.....	311	1,245	1,556
Loggers.....	19		19
Sawmill and Wood Operators.....	359		359
Printing Workers.....	204		204
Shoe and Leather Workers.....	218		218
Stone, Clay and Glass Workers.....	30		30
Electrical Workers.....	1,207		1,207
Coal Miners.....	33		33
Other Miners (except coal).....	64		64
Construction Workers (except carpenters).....	2,619		2,619
Carpenters.....	1,835		1,835
Machine Shop Workers and Operators.....	5,226		5,226
Sheet Metal Workers.....	451	78	529
Foundry, Smelter and other Metal Workers.....	4,470	1,637	6,107
Miscellaneous Skilled Workers.....	7,581	2,137	9,718
Automobile and Other Mechanics.....	1,197		1,197
Miscellaneous Unskilled Workers—Heavy Labour.....	9,586		9,586
Miscellaneous Unskilled Workers—Light Labour.....	15,533	6,756	22,289
Totals.....	64,599	20,646	*85,205

* This figure includes approximately 2,286 ex-service personnel who are ordinary claimants. Short-time and Casual Claimants should not be included in the above figure. There are approximately 982 Short-time Claimants of whom 40 are ex-service personnel; 251 Casual Claimants of whom 15 are ex-service personnel.

TABLE 7.—SUMMARY OF ACTIVE CLAIMANTS, UNEMPLOYMENT INSURANCE BENEFIT, BY SEX AND BY AGE GROUPS, AS AT NOVEMBER 30, 1945

	19 and under		20-29		30-44		45-54		55-59		60 up		Totals		
	M	F	M	F	M	F	M	F	M	F	M	F	Males	Females	Total
CANADA....	4,805	2,235	12,895	9,626	18,131	6,332	10,668	1,834	5,610	350	12,450	269	64,599	20,646	85,205

TABLE 8.—UNEMPLOYMENT INSURANCE COMMISSION INSURANCE FUND
STATEMENT OF REVENUE AND EXPENDITURE FOR THE PERIOD JULY 1, 1941 TO NOVEMBER 30, 1945

Month	REVENUE								EXPENDITURE		Balance in Fund
	CONTRIBUTIONS (Gross less refunds)								Total Revenue	Benefit Payments	
	Stamps	Meter	Bulk	Miscellaneous	Total Employer and Employee	Government	Interest on Investments and Profit on Sale of Securities				
Total from July 1, 1941 to Dec. 31, 1944	\$ 108,602,761 96	\$ 43,021,805 60	\$ 50,433,437 79	\$ 1,349,739 42	\$ 203,407,794 77	\$ 40,681,558 94	\$ 10,525,471 73	\$ 254,614,825 44	\$ 4,544,582 94	\$ 250,070,242 50	
1945											
January	2,828,387 24	988,675 22	1,414,265 78	50,924 80	5,232,253 04	1,056,450 61	213,345 00	6,552,048 65	545,604 35	256,076,686 80	
February	2,359,457 78	885,733 94	1,321,517 00	47,375 62	4,614,084 34	922,816 87	97,499 93	5,634,401 14	821,052 62	260,890,035 32	
March	3,402,135 65	1,089,941 63	1,488,125 78	39,568 51	6,019,771 57	1,203,954 33	1,441,374 50	8,665,100 40	1,520,675 86	268,034,459 86	
April	2,564,201 14	900,036 34	1,383,744 70	49,692 52	4,897,674 70	979,534 94	275,280 00	6,152,489 64	590,203 31	273,596,716 19	
May	2,691,404 87	1,079,743 91	1,398,222 29	114,442 73	5,283,813 80	1,056,762 76	2,673,807 50	9,014,384 06	671,326 41	281,939,773 84	
June	2,668,624 06	900,636 91	1,394,100 09	146,194 27	5,109,555 33	1,021,911 07	347,070 00	6,478,536 40	578,133 26	287,840,176 98	
July	2,708,632 16	911,542 29	1,391,506 92	82,884 28	5,094,565 65	1,018,913 13	213,345 00	6,326,823 78	601,135 66	293,565,865 10	
August	2,978,301 83	916,219 45	1,356,567 19	100,798 34	5,351,889 81	1,070,377 36	271,846 51	6,694,110 68	684,878 97	299,575,096 81	
September	2,711,310 80	834,708 82	1,245,295 36	134,120 43	4,925,435 41	985,087 08	357,556 25	6,268,078 74	881,737 39	304,961,438 16	
October	3,048,739 42	884,513 16	1,250,286 86	136,143 08	5,319,682 52	1,063,896 50	275,249 70	6,658,868 72	1,708,344 86	309,911,962 02	
November	3,280,687 26	875,136 27	986,156 45	141,669 51	5,283,649 49	1,056,729 90	2,988,815 00	9,329,194 39	2,508,616 02	316,732,540 39	
1945 Total	\$ 31,241,882 21	\$ 10,266,887 94	\$ 14,629,788 42	\$ 1,043,814 09	\$ 57,182,372 66	\$ 11,436,474 55	\$ 9,155,159 39	\$ 77,774,006 60	\$ 11,111,708 71	\$ 316,732,540 39	
GRAND TOTAL	\$ 139,844,644 17	\$ 53,288,693 54	\$ 65,063,226 21	\$ 2,333,693 51	\$ 260,590,167 43	\$ 52,118,033 49	\$ 19,680,631 12	\$ 332,388,832 04	\$ 15,656,291 65	\$ 316,732,540 39	

The Column "Interest on Investments and Profit on Sale of Securities" represents:—

(a) Interest received on due dates from various Government Bonds, with proper adjustments being made at the end of each year for interest accrued and amortization charges.
(b) Profit on sales of securities taken into account at the end of each year only.

The "Miscellaneous" column includes the following:

Arrears of contributions from Government Departments in November, 1944	\$ 940,000 00
Penalties	5,712 65
Contributions in respect of Services in the Armed Forces	1,444,846 28
Miscellaneous	3,044 58
	<u>\$ 2,393,603 51</u>

Digest of Selected Decisions of the Umpire Under the Unemployment Insurance Act, 1940

THE Unemployment Insurance Commission submits the following digest of selected decisions in appeals heard by the Umpire under the provisions of the Unemployment Insurance Act, 1940, and its amendments. These cases are an extension of the series commenced in the April, 1945 number of the *LABOUR GAZETTE* and continued in each of the succeeding issues. They are selected on the basis of their possible precedent value for the determination of questions which may, from time to time, confront Insurance Officers and Courts of Referees. In addition, they provide a medium for presenting to employers and employees alike brief statements of the principles upon which insurance against unemployment operates in Canada and of actual facts in specific cases coming before the Umpire on appeal.

As announced in the earlier issues, the selected decisions are being published in two series: (1) Benefit cases, designated CU-B and (2) Coverage cases, CU-C.

CU-B. 41

(June 15, 1945)

The claimant, who was employed by a railway company, was suspended from his employment on medical grounds and applied for benefit. When offered employment in railroad work, he refused to apply on the ground that he had to obtain a release from the medical officer of the company—HELD: The Unemployment Insurance Act, 1940, is a scheme for insurance against unemployment and not for insurance against sickness. The claimant was clearly not capable of work and therefore could not qualify for benefit under the Act.

The material facts of the case are as follows:—

The claimant, a married man, aged 43 years, was employed as Station Master and checker by a railway company at a salary of \$152.93 per month for some 25 years. On June 20, 1944, the claimant left on vacation with pay and returned to his employment on July 5. On July 6 he was suspended from his employment on medical grounds (blood poisoning and nervous condition) and remained suspended until December 14, 1944, when the Medical Board of the railway company decided to retire him. The claimant made a claim for benefit on August 10, 1944 and asked that his claim be antedated to July 5, 1944 but his demand for antedating was refused and his

claim for benefit was allowed as from August 10, 1944.

On December 20, 1944, the Local Office offered the claimant employment as a packer and helper at an equipment depot of one of the Armed Forces at a salary of \$90.00 per month plus cost-of-living bonus. He refused to apply for this employment on the ground that he had to obtain a release from the medical officer of the railway company. The Insurance Officer was of the opinion that the claimant had been notified of an employment which was suitable within the meaning of the proviso to Section 31 (b) (iii) of the Act, in view of the fact that there was no longer any expectation of his returning to his usual employment. The Insurance Officer disqualified the claimant for a period of six weeks beginning December 20, 1944.

From this decision the claimant appealed to a Court of Referees and was granted an oral hearing. On January 12, 1945 the Court of Referees unanimously disqualified the claimant because he had not shown good cause for failing to apply for the employment which he was offered.

Following his appeal, the claimant submitted a doctor's certificate which reads as follows:—

This is to certify that this patient is unable to follow his occupation on account of anxiety neurosis. Because of this condition, he was laid off from his work at the railway company. Whether this is a permanent condition or not, it is impossible to say, but he was advised by a specialist that he should have a period of at least six months' rest.

On January 29, 1945, the claimant was again notified by the Commission of the same employment with the same employer as the employment offered to him on December 20, 1944 and the claimant again refused to apply for or accept the position, and the Insurance Officer disqualified the claimant for a period of six weeks beginning January 29, 1945.

From this decision the claimant appealed to a Court of Referees, which heard the case on written submission. On February 28, 1945, the Court of Referees unanimously disqualified the claimant for six weeks on the ground that the claimant had not shown good cause for refusing an offer of suitable employment.

The association of employed persons of which the claimant was a member appealed to the Umpire from the decisions rendered by the Court of Referees.

DECISION

The Umpire's decision was that the claim should be disallowed and gave as his reasons that:

I have reviewed the submissions and find that under the circumstances the employment offered to the claimant was suitable within the meaning of the proviso to Section 31 (b) (iii) of the Act, and that the claimant has not shown good cause for refusing to apply for or to accept the employment offered. It appears to me that the claimant, in refusing to apply for the employment on the ground that he could not do so before obtaining a medical certificate from the railway company doctor, clearly showed that he was not available for work. The Unemployment Insurance Act, 1940 is, as its name applies, a scheme for insurance against unemployment and not for insurance against sickness, and one of the statutory conditions for the receipt of benefit is that the claimant be at all times capable of and available for work.

CU-B. 39

(June 15, 1945)

The claimant, a married woman, refused an offer of full-time employment on the ground that she registered for part-time temporary work only and the wages offered were lower than that which she had previously obtained in another district—HELD: That the rate of wages to be considered in respect of an offer of employment is the rate of wages prevailing in the district where the employment is offered and not in the district where the claimant previously worked, and that the claimant had so limited her sphere of availability as to render herself, for all practical purposes, not available for work.

The material facts of the case are as follows:—

The claimant, a married woman, aged 28 years, was employed as a stenographer by an Association of Registered Nurses from July 24, 1944 to August 5, 1944 at a salary of \$18.65 per week. Her hours of work were from 9.00 a.m. to 3.00 p.m. She was laid off on August 5, 1944, as her work was only temporary during the regular stenographer's vacation. The claimant moved to a city in another province, where, on October 30, 1944, she registered for employment at the Local Office of the Commission, as a stenographer or bookkeeper, and at the same time filed her claim for benefit.

On the 10th day of November, 1944, the claimant was notified by the Local Office of the Commission of a position as a clerk with a life insurance company, the wages offered

being at least \$75.00 per month, depending on qualifications. The claimant refused to apply for the position, giving as her reason "Position is full-time and I am registered for part-time temporary work only". The hours of work were from 8.30 a.m. to 4.30 p.m. The claimant also stated that she wished to be home to get her husband's meals.

The Insurance Officer disallowed the claim and disqualified the claimant for 6 weeks, from November 10, 1944, because she had without good cause refused, or failed to apply for a suitable position which was duly notified to her by the Local Office of the Commission. The disqualification was also imposed on the additional ground that in refusing to accept any but part-time work the claimant had rendered herself virtually unavailable for work.

From this decision the claimant appealed to a Court of Referees and added to her previous reasons for refusing the employment the additional reason that the wages were much below the standard she was accustomed to receive, even for part-time work.

The Court of Referees unanimously allowed her appeal on the grounds that the remuneration offered was on a scale less than that which she had received in Winnipeg, especially when comparing the hours of work. It is significant to note that the claimant's previous remuneration was for a temporary position, that of replacing the regular stenographer for a period of two weeks. The Court of Referees stated that it did not feel called upon to deal with the issue of availability as they found that the employment was not suitable.

From this decision the Insurance Officer appealed to the Umpire on the grounds, firstly, that consideration of the remuneration must be based on the rate of wages prevailing in the district where the employment was offered and not in the district where the claimant previously worked and, secondly, that the Court of Referees should have dealt with the question of the claimant's availability for work.

DECISION

The Umpire's decision was that the claim should be disallowed and gave as his reasons that:

The first ground of appeal raised by the Insurance Officer is that consideration of the remuneration must be based on the rate of wages prevailing in the district where the employment was offered, and not in the district where the claimant previously worked. I agree with the Insurance Officer on this point. It was established that the prevailing rate of wages in the district of London for stenographers is from \$75.00 to \$90.00 per month.

The second ground of appeal is that the Court of Referees should have dealt with the question of the claimant's availability for work. I also agree with the Insurance Officer on this point. As I have stated in previous decisions, the question of suitability of employment and availability for work are closely inter-related. I feel that the claimant's domestic responsibilities were not such as to render the employment offered unsuitable on account of the hours of work, or for the reason that she could not be home to prepare her husband's meals.

The claimant was not willing to accept full-time work and it appears also that she would not accept permanent part-time work. In view of these circumstances I find that the claimant has so limited her sphere of availability as to render herself, for all practical purposes, not available for work. I therefore find that the claimant has, without good cause, refused or failed to apply for a situation which was suitable in her case and which was duly notified to her by the Local Office of the Commission.

Report of Workmen's Compensation Board of Ontario

The Annual Report of the Workmen's Compensation Board of Ontario for 1944 was issued recently. A brief summary giving the more important features of the report appears below.

Accidents reported to the Board in 1944 numbered 123,320, as compared with 131,458 during 1943. Of the number reported in 1944, 116,381 received compensation, or medical aid, or both. They included 288 deaths, 2,191 permanent disability cases, 45,822 temporary disability cases, and 68,080 medical aid only cases. In addition, the Board in 1944 opened for further award 1,027 claims which had been settled previously.

During 1944, the payrolls of 25,001 employers covered by that part of industry that is under collective liability (Schedule 1) was \$1,169,052,000, as compared with \$1,076,780,000 of 23,950 employers during 1943, an increase of 8.6 per cent. The average rate of assessment was \$1.02 for each 100 of payroll; the corresponding figure for 1943 was \$1.03. The total receipts for the year 1944 including adjustments, refunds and penalties were \$12,037,995.13.

The compensation and medical aid for Schedule 1 industries, including estimates for what was still to be awarded for accidents happening during the year and for prior years' accidents amounted to \$9,768,934.17. There were other outlays of \$1,195,776.22, being \$565,113.54 charged for administration (Schedule 1) (including \$44,905.50 for adjustment of prior years' expenses) \$160,343.34 for other expenses of non-administrative character, \$22,876.11 for mine rescue work, \$328,033.65 for grants to ac-

cident prevention associations organized under the Act, \$106,999.96 for the Board's clinic, \$11,208.25 for the special arrangements with the Toronto General Hospital, and \$1,201.37 for outlays under Section 8 of the Act. The total expenditures and charges for the year, including liability for pneumoconiosis of \$1,787,238.27 were \$12,751,948.66.

The total amount of compensation awarded in Schedule 2 industries (industries in which the employer is individually liable for accidents to his workmen) and Crown cases during 1944 was \$2,278,793 as compared with \$2,264,507.50 during 1943. Of this \$2,278,793, \$1,249,520.42 was for Dominion Crown cases and \$113,410.40 was for Provincial Crown cases. Employers in Schedule 2 were assessed \$80,446.50 as their share of the expenses of administering the Act.

The gross expenses of the Board for 1944 were \$654,361.23. Of this amount \$80,446.50 was charged to Schedule 2 and Crown employers, \$15,620.65 to Safety Associations, \$27,089.90 to silicosis account, \$1,089.34 to mine rescue work, \$4,666.50 to special hospital account and \$5,240.35 to clinics. The balance, \$520,208.04 was charged to Schedule 1, and is 5.10 per cent of the benefits awarded in Schedule 1 during 1944.

The balance in the Pension Fund at the commencement of 1944 was \$32,387,801.89. During the year, \$3,800,420.15 was transferred for pension awards; \$1,648,316.44 interest was added; and \$3,013,917.49 was paid for pensions. The balance in the fund at the end of the year was \$34,822,620.99.

Employment, Hours and Earnings

Summary

REPORTS received in the Department of Labour during the past month gave the following information concerning employment, hours and earnings in Canada.

Survey of Civilian Labour Force.—The first of a series of surveys of the civilian labour force to be undertaken quarterly by the Dominion Bureau of Statistics indicates that in the week November 11-17, 1945, there were 4,364,000 persons employed, and 167,000 unemployed, making a total labour force of 4,531,000.

Employment and Payrolls at the beginning of November, 1945, as reported by employers.—Industrial activity throughout the Dominion showed an improved movement at the beginning of November, when the 15,562 firms co-operating in the Dominion Bureau of Statistics monthly survey of employment and payrolls reported the addition of 25,340 persons to their staffs, bringing these up to an aggregate of 1,750,215.

Based on the 1926 average as 100, the general index number of employment at November 1 was 171.1 as compared with 168.7 at October 1, 1945 and 183.8 at November 1, 1944.

The Bureau's reports come from firms employing fifteen or more employees, representing practically all industries except agriculture, fishing, hunting and highly-specialized business operations.

The average weekly per capita earnings was \$31.97 at November 1, 1945, as compared with \$32.08 at October 1, 1945, and \$32.29 at November 1, 1944.

Man-Hours and Hourly Earnings, October 1, 1945.—Average hours per week worked by hourly-rated wage-earners employed in manufacturing were 44.7 at the beginning of October, as reported by employers. Average hourly earnings were 67.8 cents.

Unemployment as reported by the Unemployment Insurance Commission.—Claims for unemployment insurance benefit during November numbered 53,325, an increase of 16,608 over the preceding month.

Report on Employment Conditions, December, 1945.—During December, the supply of available labour continued to increase,

while, at the same time, the demand for workers maintained a steadily downward trend. At December 20, manpower requirements of Canadian industries, exclusive of agriculture, totalled 79,780 (53,585 men and 26,195 women) as compared with 103,687 at November 22, four weeks earlier. The decline in labour demand is due to the seasonal slackening in manpower requirements and to the fact that many vacancies have been filled by ex-servicemen and former war workers. Labour supply, as indicated by the number of unplaced applicants registered at employment offices, increased by 13,206 during the month and at December 21 totalled 185,274 (150,583 men and 34,691 women).

Applications for Employment; Vacancies and Placements; November, 1945.—Reports received from the National Employment Service Offices of the Unemployment Insurance Commission during the four weeks November 2 to November 29, 1945, showed losses in the average number of placements made daily both when compared with the previous period of five weeks duration and with the four weeks November 3 to November 30, 1944. Under the first comparison, forestry and logging and trade showed moderate increases, mining, and finance and insurance slight inclines and all other industrial groups decreases, the most pronounced loss being in manufacturing. When compared with the four weeks ending November 30, 1944, a substantial gain in construction and minor increases in mining, agriculture, and fishing, hunting and trapping were greatly offset by reductions in all other industrial divisions, the most noteworthy being in manufacturing, forestry and logging, trade and services. During the period under review there were 165,536 vacancies reported, 241,984 applications for employment and 113,390 placements effected in regular and casual employment.

Unemployment in Trade Unions.—The percentage of unemployment among trade union members increased to 1.4 at the close of the quarter ended September 30. At the end of the previous quarter the percentage was 0.5 and at the end of September, 1944, was 0.3.

Survey of Civilian Labour Force Undertaken by Dominion Bureau of Statistics

IN the week of November 11-17, there were 4,531,000 persons in the civilian labour force in Canada, consisting of 4,364,000 employed and 167,000 unemployed, according to estimates released early in January by the Dominion Bureau of Statistics. These estimates are based on the first of a series of quarterly surveys of the labour force which was recently completed. The survey, which covers the non-institutional, civilian population, 14 years of age and over, also reveals that there were 3,799,000 non-workers, such as students, housewives and persons who are retired or unable to work.

Beginning on November 19, between 20 and 25 thousand sample households were visited by about 300 temporary enumerators, who collected information on the activity of each adult member of the household during the previous week. Everybody 14 years of age or more was classified on the basis of major and subsidiary activities during the survey week. Employed persons are defined as those who had a job, not counting people primarily engaged in keeping house. People who did not have a job and whose main activity was looking for work were regarded as unemployed. Together, the employed and unemployed constitute the labour force, while everybody else is classed as a non-worker. It is estimated that there are 232,000 housewives, students and retired persons, who work part-time, included in the total of the employed. On the other hand, the survey indicates that there were 13,000 persons classed as employed who were also looking for a new job. While such people are not unemployed, strictly speaking, because they did some work in the survey week, they are a significant part of the labour force.

Information was obtained for each individual reported as looking for work concerning the length of time he had been looking for a job. The following tabulation shows that in most cases the period of seeking work is of relatively short duration:

Months looking for work	Number of persons
Under 1	30,000
1-3	125,000
4-6	17,000
7-12	5,000
more than 12.....	less than 3,000

A question was also asked to determine whether those looking for work were included in the unemployment insurance system. The results indicate that 110,000 were contributing to unemployment insurance when they were last working.

In order to find out whether people are partially or fully employed, everybody who worked one hour or more was classified according to the number of hours worked in the survey week, as shown in the following table:

Hours worked	Number of persons
Under 14	101,000
15-34	314,000
35-44	1,094,000
45-54	1,654,000
55 and over	1,110,000

In addition, the employed total includes 91,000 persons who had a job or business but who did not work because of temporary illness, bad weather, holidays, labour disputes or temporary lay-off.

National estimates of the number of men and women in the different labour force categories reflects the wartime increase in the number of women workers. The estimated sex breakdown is as follows:

	Employed	Un-employed	Non-workers
Men	3,248,000	136,000	649,000
Women ...	1,116,000	31,000	3,150,000

The distribution of men and women in the labour force between agricultural and non-agricultural occupations shows the significant part played by women in agriculture. In the following tabulation, the women employed in agriculture included farm housewives who spent more than 20 hours a week doing work which actually contributed to the operation of the farm:

	Agricultural	Non-agricultural
Men	893,000	2,478,000
Women ...	168,000	978,000

The unaccounted-for part of the labour force consists of young people or veterans of World War II who are now in the labour market but have never had a job and cannot be classified as agricultural or non-agricultural.

The regional distribution of the employed, unemployed and non-workers is shown in the following table:

	Employed	Un-employed	Non-workers
Maritime			
Provinces	370,000	16,000	403,000
Quebec ...	1,247,000	63,000	1,097,000
Ontario ...	1,504,000	50,000	1,263,000
Prairie			
Provinces	902,000	22,000	702,000
British			
Columbia	341,000	16,000	334,000

Caution must be exercised in interpreting estimates of the number of persons in relatively small classes since the precision of estimates becomes less as the number of persons in the particular class being estimated decreases.

The composition of the non-working population 14 years of age and over, broken down by sex, is estimated to be as follows:

	Men	Women
Permanently unable or too old to work	141,000	115,000
Keeping house	14,000	2,619,000
Going to school	293,000	283,000
Retired or voluntarily idle	179,000	123,000
Other	22,000	10,000

Many of the persons classified as "other" are recently discharged veterans who were taking a holiday before returning to their normal civilian occupation or starting to look for a job. Apart from this group, who are definitely not in the labour force, there were 232,000 persons who were going to school, keeping house or normally retired, who worked part-time and are, therefore, counted as employed, although some of them are on the fringe of the labour force.

The occupational status or class of worker of everybody in the labour force, including the unemployed and part-time workers, was the subject of a special question in the survey. The estimated numbers in each class of worker, broken down by sex, are as follows:

Class of worker	Men	Women
Paid worker for a private employer	1,963,000	756,000
Paid worker for federal, provincial or local government	230,000	125,000
Workers on their own account who have their own business, farm or profession, <i>without</i> paid employees	775,000	67,000
Employers, who have their own businesses, farms or professions, with one or more paid employees ..	180,000	11,000
Unpaid family workers on farms or in business ...	202,000	180,000
Unspecified	21,000	7,000

Again, a substantial number of recent entrants into the labour force have no occupational status since they have never worked.

Basis of Survey

The labour force survey covers all but a small proportion of the civilian non-institutional population 14 years of age and over. It

is estimated that 8,330,000 persons in this category are included in the sampling scheme. Excluded are Indian reserves and certain remote areas, but the omission amounts to only about 2 per cent of the population covered.

The selection of a random sample of households in Canada is a highly technical and complex operation. It is essential that all households have the same probability of inclusion and that this probability be known. As might be expected in a random sample, the households designated for interview are scattered all over Canada from the small islands off Prince Rupert to the islands off the coast of Nova Scotia. Some responsible member of each household is interviewed, and on the basis of information obtained about all members of the household, regional and national estimates of the size and composition of the labour force are calculated. As a preliminary step in selecting the sample households, the country was divided into primary sampling units which consist of groups of adjoining townships or municipalities. Within each of the five regions (Maritime Provinces, Quebec, Ontario, Prairie Provinces and British Columbia) the primary sampling units were classed into groups (i.e. stratified) on the basis of similarity of industrial, agricultural or population characteristics. Then, in a region, one primary sampling unit was selected to represent each stratum. For example, one primary sampling unit was chosen to represent the fishing stratum in Nova Scotia and one the dairying stratum in Ontario. These sample areas, representing all other areas of similar characteristics, were chosen at random in such a way that the probability of their selection was proportional to their population in 1941. In addition, all cities whose population was 30,000 or more in 1931, were included. Within each of the sample areas, of which there are about 100, some specified proportion of the households was selected for interview. In rural and open country areas, it was necessary to have enumerators list all households in certain sections to permit the selection of a random sample. In the cities, sample blocks were chosen at random, and a random selection of households was enumerated in each block chosen. The proportion of households to be sampled was fixed so as to yield approximately 1 per cent of the households in the area covered by the sample.

The introduction by the Dominion Bureau of Statistics of modern methods of population sampling to determine the size and composition of the Canadian labour force is a recognition of the importance of current information about employment and unemployment in measuring

the progress of reconversion. The quarterly survey of the labour force incorporates a number of recent advances in sampling technique, many of which were developed at the U.S.

Bureau of the Census. It took nearly a year to design the present sample, but it is expected that the results of the various surveys which use this design will be available very quickly.

Employment and Payrolls at the Beginning of November, 1945

INDUSTRIAL activity throughout the Dominion showed an upward movement at the beginning of November when the 15,562 firms co-operating in the Dominion Bureau of Statistics' monthly survey of employment and payrolls reported the addition of 25,340 persons to their staffs; these aggregated 1,750,215. The increase, amounting to 1.5 per cent, was accompanied by a rise of 1.1 per cent in the weekly salaries and wages disbursed at November 1 by these establishments. It is noteworthy that the present advance in employment was only the second indicated during 1945, the trend, except at July 1, having been generally unfavourable in preceding months of the year.

Expansion in industrial employment at November 1 is contra-seasonal according to the experience of pre-war years. Beginning with 1939, however, there have been annual increases at that date; the latest gain is the largest for November 1 since that of 1940, greatly exceeding the advance indicated in the late autumn of 1944.

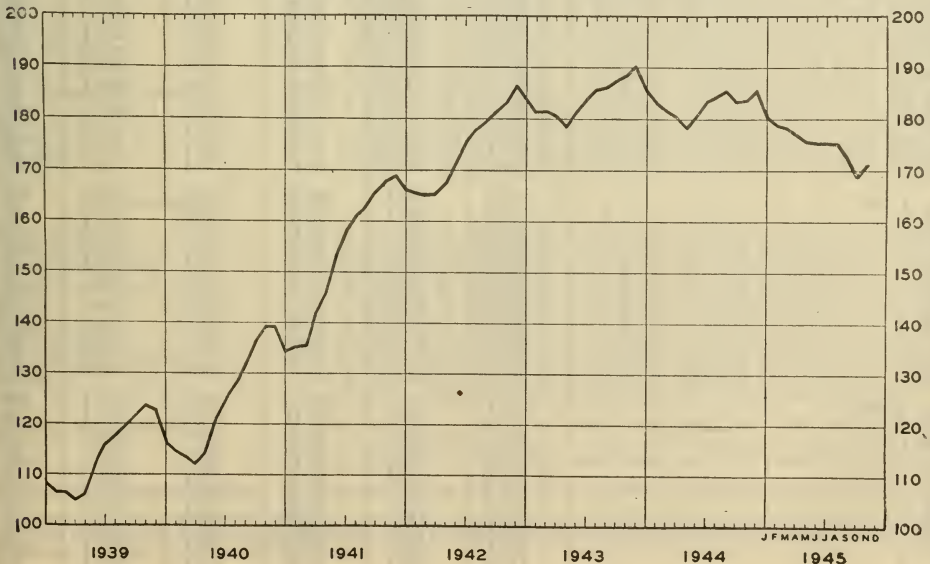
The improvement at the beginning of November, 1945, as compared with October 1 took place in the non-manufacturing indus-

tries, there being considerable curtailment in manufacturing, mainly in iron and steel and vegetable food factories, from which 8,743 and 6,741 workers were released, respectively, by the plants furnishing data. There were also declines in the non-ferrous metal, chemical, lumber and some other divisions. The latest recession was decidedly smaller than that indicated at the first of October. Among the non-manufacturing industries, logging showed substantially greater seasonal activity, some 21,700 men having been taken on by the co-operating camps, in which the expansion greatly exceeded the average for the time of year. Mining, communications, local transportation, construction and trade also afforded considerably more employment. In the last-named, the reported gain of nearly 5,700 persons was larger-than-normal for November 1. Reduced activity was indicated in the service division, in which the loss was below-average in extent.

Based on the 1926 average as 100, the general index number of employment at the beginning of November was 171.1, as compared with 168.7 at October 1, 1945, and 183.8 at November 1, 1944. The decrease of 6.9 per

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting in comparison with the average number of employees they reported during the calendar year 1926 as 100.



cent in the latter comparison was accompanied by that of 7.7 per cent in the index number of payrolls. After adjustment for seasonal influences, the latest index number of employment stood at 163.7, as compared with 160.5 in the preceding month.

Payrolls

The firms whose returns were tabulated reported the payment of \$55,951,915 salaries and wages at November 1, a sum which exceeded by 1.1 per cent the amount they had disbursed at the beginning of October. The weekly earnings averaged \$32.08 at October 1 and \$31.97 at November 1, 1945, as compared with \$32.29 and \$31.60 at the same date in 1944 and 1943, respectively.

If the statistics for financial institutions are included, the latest survey of employment and payrolls shows that the number of persons in recorded employment was 1,819,947, as com-

pared with 1,794,247 at the beginning of October. The sums received as weekly salaries and wages by these persons at November 1 were stated as \$58,332,476, while the October 1 aggregate was \$57,697,620. The average earnings per employee in the nine industries, including finance, were \$32.05; this was 11 cents lower than the per capita figure indicated at the beginning of October. At November 1, 1944, the average in the nine leading industrial groups was \$32.30, while in 1943, the November 1 figure was \$31.59.

Table II summarizes the latest statistics of employment and payrolls for the leading industrial groups, the provinces and economic areas, and the 20 leading industrial cities, and gives comparisons as at October 1, 1945, and November 1, 1944. Table I gives a monthly record for the eight leading industries as a whole and for manufacturing, showing the

TABLE I—INDEX NUMBERS OF EMPLOYMENT AND PAYROLLS, BASED ON JUNE 1, 1941=100, TOGETHER WITH PER CAPITA WEEKLY EARNINGS
(The latest figures are subject to revision).

Date	Eight Leading Industries			Manufacturing		
	Index Numbers of		Per Capita Earnings	Index Numbers of		Per Capita Earnings
	Employment	Aggregate Payrolls		Employment	Aggregate Payrolls	
Jan. 1, 1942	108.4	112.1	\$26.13	111.4	114.3	\$26.32
Feb. 1	108.2	118.3	27.65	113.8	126.0	28.39
Mar. 1	108.0	119.3	27.92	116.5	129.8	28.58
Apr. 1	108.0	121.4	28.41	118.7	133.9	28.94
May 1	109.5	123.8	28.59	120.4	137.0	29.19
June 1	112.3	125.3	28.20	122.6	137.2	28.73
July 1	114.9	129.5	28.49	124.7	141.7	29.16
Aug. 1	116.3	131.6	28.62	126.4	143.2	29.08
Sept. 1	117.3	135.3	29.29	128.3	148.5	29.72
Oct. 1	118.6	137.8	29.51	129.9	152.5	30.15
Nov. 1	119.9	140.6	29.81	130.1	155.3	30.70
Dec. 1	122.1	144.0	30.06	132.0	159.7	31.17
Jan. 1, 1943	120.1	131.7	\$27.92	130.7	142.5	\$28.11
Feb. 1	118.5	139.3	29.96	132.2	157.0	30.65
Mar. 1	118.6	143.0	30.72	133.0	162.1	31.49
Apr. 1	118.1	144.1	31.14	133.5	164.3	31.81
May 1	118.5	139.6	30.59	132.7	159.5	31.09
June 1	118.5	143.4	30.93	133.5	163.1	31.62
July 1	120.1	145.5	30.97	134.8	164.7	31.62
Aug. 1	121.6	147.5	31.06	135.5	166.2	31.77
Sept. 1	121.8	148.7	31.30	136.8	169.0	32.03
Oct. 1	122.6	150.8	31.53	137.7	171.9	32.37
Nov. 1	123.4	152.0	31.60	137.4	172.7	32.62
Dec. 1	124.6	153.4	31.61	137.4	174.0	32.86
Jan. 1, 1944	121.5	140.4	\$29.69	134.8	156.5	\$30.18
Feb. 1	119.8	148.1	31.76	135.3	170.6	32.78
Mar. 1	118.8	149.1	32.27	134.8	172.2	33.23
Apr. 1	118.1	148.6	32.37	134.2	171.7	33.28
May 1	116.5	146.2	32.26	132.9	168.1	32.92
June 1	118.1	146.0	31.80	132.8	166.7	32.64
July 1	120.0	148.1	31.72	134.4	167.7	32.44
Aug. 1	120.7	148.4	31.63	133.9	166.8	32.38
Sept. 1	121.5	149.6	31.69	134.6	168.6	32.55
Oct. 1	120.0	151.0	32.36	133.2	169.2	33.02
Nov. 1	120.4	151.0	32.29	131.7	168.1	33.20
Dec. 1	121.6	152.1	32.19	131.0	168.0	33.35
Jan. 1, 1945	118.1	138.1	\$30.10	126.6	147.1	\$30.22
Feb. 1	117.2	146.4	32.15	128.0	162.6	33.06
Mar. 1	116.7	148.8	32.82	127.6	164.7	33.56
Apr. 1	115.8	144.1	32.00	126.7	158.7	32.55
May 1	114.9	145.4	32.55	125.4	161.9	33.59
June 1	114.8	143.3	32.10	124.4	157.4	32.88
July 1	114.9	144.5	32.32	123.2	156.3	32.94
Aug. 1	114.6	143.0	32.09	121.5	152.9	32.73
Sept. 1	113.2	141.1	32.06	118.2	148.0	32.58
Oct. 1	110.5	137.8	32.08	112.1	140.4	32.54
Nov. 1	112.0	139.3	31.97	110.9	139.3	32.65

movements of employment and payrolls in the period since 1941.

The indexes of payrolls are based on the amounts disbursed by the co-operating firms at June 1, 1941, as 100. To facilitate comparisons of the trends of employment and

payrolls, the index numbers of employment have been converted from their original base 1926=100 to June 1, 1941, as 100. The table shows that, in the period for which data are available, there has been an increase of 12 per cent in the number of persons in recorded

TABLE II—EMPLOYMENT AND EARNINGS

Number of Persons Employed at November 1, 1945, by the Co-operating Establishments and Aggregate and Per Capita Weekly Earnings of Such Employees, Together with Index Numbers of Employment and Payrolls as at November 1 and October 1, 1945, with Comparative Figures for November 1, 1944, where Available, Based on June 1, 1941 as 100 p.c.

(The latest figures are subject to revision).

Geographical and Industrial Unit	Number of Employees Reported at Nov. 1, 1945	Aggregate Weekly Payrolls at Nov. 1, 1945	Per Capita Weekly Earnings at			Index Numbers of						
			Per Capita Weekly Earnings at			Employment			Aggregate Weekly Payrolls			
			Nov. 1, 1945	Oct. 1, 1945	Nov. 1, 1944	Nov. 1, 1945	Oct. 1, 1945	Nov. 1, 1944	Nov. 1, 1945	Oct. 1, 1945	Nov. 1, 1944	
		\$	\$	\$								
(a) PROVINCES												
Maritime Provinces	136,956	4,669,804	29.65	30.18	31.00	116.9	111.9	122.8	158.6	154.7	174.4	
Prince Edward Island.....	2,538	69,232	27.28	26.76	26.82	114.9	116.0	123.5	148.3	146.6	157.0	
Nova Scotia.....	81,319	2,451,839	30.15	30.83	32.70	115.3	110.6	121.8	154.4	151.4	176.9	
New Brunswick.....	53,099	1,539,733	29.00	29.35	28.59	119.9	114.1	124.8	166.3	160.8	171.0	
Quebec	534,200	16,428,542	30.75	30.94	30.93	113.7	111.3	125.0	146.3	144.1	161.7	
Ontario	708,304	22,970,412	32.43	32.39	33.06	105.9	105.1	115.3	126.7	125.7	140.5	
Prairie Provinces	208,114	6,778,291	32.57	32.56	32.22	117.1	114.9	115.4	145.2	142.5	141.7	
Manitoba.....	95,531	3,106,754	32.50	32.38	31.61	115.3	113.2	115.4	141.5	138.3	137.5	
Saskatchewan.....	42,052	1,315,677	31.29	31.34	30.58	114.5	111.9	111.3	141.6	138.6	135.2	
Alberta.....	70,531	2,356,860	33.40	33.52	34.03	120.2	119.1	117.8	151.5	150.7	151.3	
British Columbia	162,641	5,713,866	35.13	35.31	34.67	128.4	129.1	135.3	159.5	161.3	166.0	
CANADA												
	1,750,215	53,951,915	31.97	32.08	32.29	112.0	110.5	120.4	139.3	137.8	151.0	
(b) CITIES												
Montreal.....	256,080	8,261,358	32.26	32.09	32.52	116.9	116.6	130.5	148.1	146.9	166.4	
Quebec City.....	27,797	807,789	29.06	28.84	31.29	115.7	119.8	160.9	160.2	164.8	242.5	
Toronto.....	231,121	7,544,771	32.64	32.56	32.51	114.0	113.0	128.4	138.6	137.1	155.1	
Ottawa.....	21,106	602,623	28.55	28.47	28.33	105.6	103.7	113.4	130.4	127.8	139.0	
Hamilton.....	55,770	1,808,194	32.42	32.82	33.33	104.5	104.0	112.7	122.9	123.8	136.4	
Windsor.....	22,357	880,742	39.39	39.74	43.37	70.6	70.9	124.7	73.6	74.6	142.6	
Winnipeg.....	62,101	1,852,632	29.83	29.56	28.72	119.7	115.2	120.0	140.8	134.3	135.9	
Vancouver.....	75,148	2,533,162	33.71	33.67	33.23	146.2	147.5	161.4	186.3	187.7	203.3	
Halifax.....	23,906	701,931	29.36	28.69	30.48	136.2	137.1	144.6	175.9	173.0	187.9	
Saint John.....	12,655	358,854	28.36	28.28	29.68	120.0	117.2	133.6	158.5	157.3	186.4	
Sherbrooke.....	9,040	243,975	26.99	26.79	25.69	102.7	102.1	106.1	132.1	130.5	129.9	
Three Rivers.....	9,061	263,500	29.08	28.75	29.38	113.5	112.8	135.3	129.5	127.2	158.1	
Kitchener-Waterloo.....	17,046	516,993	30.33	29.98	30.16	114.4	112.1	107.6	151.7	147.0	143.5	
London.....	20,675	628,422	30.40	30.19	29.45	116.0	114.5	118.7	139.4	136.7	139.0	
Fort William-Port Arthur.....	10,953	385,671	35.21	36.45	38.38	77.6	76.3	120.9	102.1	103.9	173.2	
Rogina.....	10,604	297,543	28.06	28.15	27.21	116.7	113.4	113.0	142.9	139.2	133.9	
Saskatoon.....	6,810	188,577	29.69	27.43	26.49	136.6	130.4	121.4	171.6	162.3	142.9	
Calgary.....	18,196	574,998	31.60	31.24	30.55	117.8	116.0	114.9	139.9	136.2	137.3	
Edmonton.....	18,506	545,700	29.49	30.01	29.62	136.1	127.9	130.4	162.6	158.8	159.2	
Victoria.....	13,379	421,895	31.53	32.20	32.37	158.5	158.2	167.2	200.1	204.0	215.7	
(c) INDUSTRIES												
Manufacturing.....	978,801	31,956,306	32.65	32.54	33.20	110.9	112.1	131.7	139.3	140.4	168.1	
Durable Goods ¹	481,631	16,835,013	34.95	34.93	36.67	104.6	108.1	144.2	135.0	137.2	188.7	
Non-Durable Goods.....	476,564	14,356,443	30.13	29.91	28.99	116.8	116.3	120.9	145.8	145.5	147.5	
Electric Light and Power.....	20,714	764,850	36.92	37.14	37.35	108.4	106.9	96.8	124.0	122.9	112.1	
Logging.....	83,670	2,193,768	26.22	27.48	25.76	175.0	129.6	151.5	230.7	179.1	196.4	
Mining.....	68,835	2,662,504	38.68	39.08	39.48	82.4	81.0	84.2	101.2	100.4	105.5	
Communications.....	33,510	1,078,877	32.20	31.76	31.15	128.6	127.0	113.9	153.0	149.8	131.0	
Transportation.....	164,651	6,373,639	38.71	39.12	38.28	128.9	129.8	125.4	155.5	156.9	149.7	
Construction and Maintenance.....	166,914	5,137,091	30.78	30.58	30.60	93.6	89.7	81.1	126.3	124.4	108.7	
Services.....	52,705	1,065,112	20.21	20.16	19.70	123.2	122.8	122.8	119.7	154.7	154.7	
Trade.....	201,129	5,484,618	27.27	27.35	26.04	115.9	112.6	108.6	134.3	130.9	121.0	
Eight Leading Industries	1,750,215	53,951,915	31.97	32.08	32.29	112.0	110.5	120.4	139.3	137.8	151.0	
Finance.....	69,732	2,380,561	34.14	34.08	32.44	116.0	115.4	110.8	137.4	136.4	124.7	
Total—Nine Leading Industries	1,819,947	58,332,476	32.05	32.16	32.30	112.3	110.7	120.0	139.2	137.7	149.9	

¹ This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products.

employment in the eight leading industrial groups (listed in Table II), while the weekly earnings of these persons have risen by 39·3 per cent. Including finance, the gain in employment from June 1, 1941, to November 1, 1945, has amounted to 12·3 per cent, and that in payrolls, to 39·2 per cent. The reasons previously given for the relatively greater rise in the salaries and wages than in employment may again be stated: (1) the concentration of workers in the more highly-paid heavy manufacturing industries which still exists despite recent losses; (2) the payment of war-time cost-of-living allowances to the majority of workers; the rates at which these allowances were calculated were increased on more than one occasion before their incorporation in the basic wage rates from February 15, 1944; (3) the progressive up-grading of employees as they gained experience; and (4) the granting of higher wage rates in numerous cases.

Until the present survey, the expansion of employment and payrolls in manufacturing in the period of observation has been on a much greater scale than that in the non-manufacturing industries, some of which were adversely affected by wartime labour conditions. At

November 1, however, the index of employment in factories showed a smaller advance than that in the remaining industrial divisions taken as a unit. Thus the latest manufacturing index was higher by 10·9 per cent than that of June 1, 1941, while the index of payrolls was higher by 39·3 per cent; in the same comparison, the non-manufacturing industries generally have shown an increase of 13·3 per cent in the case of employment and of 39·3 per cent in the case of payrolls.

In regard to the marked variations shown in the average earnings of workers in the different industrial classes, it must be borne in mind that the sex distribution of such persons is an important factor, frequently associated with variations in the age groups. In general, the female workers tend to belong to the younger age classes, in which the earnings are naturally lower than among those of greater experience. The matter of short-time or overtime may also considerably influence the reported aggregates and averages, which likewise reflect variations in the extent to which casual labour is used; the degree of skill generally required of workers in the industry obviously is also an extremely important factor.

TABLE III—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS

(AVERAGE CALENDAR YEAR 1926=100)

(The latest figures are subject to revision)

	CANADA	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Nov. 1, 1929.....	124·6	124·6				122·8	126·5	129·5				113·9
Nov. 1, 1930.....	112·9	110·1				111·9	111·6	125·8				105·4
Nov. 1, 1931.....	103·0	116·6				96·2	98·1	128·2				98·9
Nov. 1, 1932.....	84·7	86·8				83·6	84·2	91·6				77·8
Nov. 1, 1933.....	91·3	90·2				92·2	91·4	94·6				84·0
Nov. 1, 1934.....	100·2	104·9				98·0	103·6	96·5				94·1
Nov. 1, 1935.....	107·7	111·1				105·0	110·0	108·1				101·8
Nov. 1, 1936.....	111·0	119·4				110·3	112·8	106·0				105·4
Nov. 1, 1937.....	125·2	127·3	83·0	124·9	132·8	130·5	130·4	106·2	99·3	115·9	110·5	111·5
Nov. 1, 1938.....	114·6	112·6	95·0	123·6	100·3	119·7	115·0	108·1	97·6	132·2	108·1	107·5
Nov. 1, 1939.....	123·6	117·9	101·1	126·9	108·1	131·5	124·4	112·7	103·1	124·3	120·0	115·5
Nov. 1, 1940.....	139·2	133·8	134·0	142·4	123·4	148·7	142·5	119·7	110·5	123·5	131·6	126·3
Nov. 1, 1941.....	167·6	179·6	112·8	198·1	160·7	177·1	173·0	136·1	130·1	134·7	146·5	149·4
Nov. 1, 1942.....	183·3	189·0	108·0	214·1	162·6	198·1	185·2	140·2	138·0	135·6	146·6	187·2
Nov. 1, 1943.....	188·7	194·1	121·6	216·3	170·4	206·2	187·4	148·1	142·1	138·8	163·6	193·8
Nov. 1, 1944.....	183·8	187·1	132·3	204·5	168·3	196·7	185·9	148·1	143·9	141·8	158·5	182·5
Jan. 1, 1945.....	180·4	182·5	123·2	187·9	179·3	191·1	184·2	149·2	145·0	141·1	160·9	173·9
Feb. 1.....	178·9	179·9	123·7	192·4	167·6	189·1	184·3	145·3	142·4	134·8	156·5	172·0
Mar. 1.....	178·2	179·9	141·2	191·7	167·2	188·5	184·2	141·2	137·6	130·9	153·3	172·0
April 1.....	176·9	180·5	121·0	192·3	169·2	185·2	183·0	141·2	137·3	132·2	153·2	173·0
May 1.....	175·5	183·1	113·9	196·7	170·1	184·9	180·1	139·3	135·2	132·0	150·3	172·4
June 1.....	175·3	181·0	121·8	191·9	170·7	184·3	178·9	141·8	137·6	136·5	151·6	175·5
July 1.....	175·5	177·7	128·8	194·7	159·0	181·9	179·8	144·6	138·9	140·7	155·7	180·4
Aug. 1.....	175·0	176·4	127·9	192·9	158·2	181·6	177·9	147·5	141·3	144·4	158·9	180·1
Sept. 1.....	172·6	173·2	131·2	189·1	155·5	178·1	175·2	147·2	140·8	142·6	159·9	183·6
Oct. 1.....	168·7	170·5	124·2	185·7	153·9	175·0	169·6	147·4	141·1	142·6	160·2	174·2
Nov. 1.....	171·1	178·2	123·1	193·6	161·8	178·8	170·8	150·2	143·8	145·9	161·7	173·2
Relative weight of Employment by Provinces and Economic Areas as at October 1, 1945.....	100·0	7·8	·1	4·7	3·0	30·5	40·5	11·9	5·5	2·4	4·0	9·3

NOTE.—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

TABLE IV—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100)

(The latest figures are subject to revision)

Industries	¹ Relative Weight	Oct. 1, 1945	Sept. 1, 1945	Oct. 1, 1944	Oct. 1, 1939
Manufacturing	55.9	186.3	188.3	221.3	122.1
Animal products—edible.....	2.8	243.4	238.8	232.6	149.0
Fur and products.....	.2	147.9	146.7	129.1	114.3
Leather and products.....	1.7	146.1	142.5	135.7	123.1
Boots and shoes.....	1.1	134.8	132.0	123.6	121.6
Lumber and its products.....	3.9	125.5	126.4	123.3	88.2
Rough and dressed lumber.....	2.1	104.6	107.2	100.2	76.0
Furniture.....	.8	139.3	134.7	126.5	90.8
Other lumber products.....	1.0	190.5	191.0	207.2	126.0
Musical instruments.....	.04	32.5	32.1	27.7	58.4
Plant products—edible.....	3.5	182.8	203.2	189.9	146.6
Pulp and paper products.....	5.3	149.8	148.1	138.1	113.9
Pulp and paper.....	2.3	133.9	134.8	124.0	102.3
Paper products.....	1.0	230.0	225.5	212.3	146.7
Printing and publishing.....	2.0	143.8	139.8	131.7	117.6
Rubber products.....	1.3	176.1	173.2	173.8	115.6
Textile products	8.0	161.5	159.0	157.7	134.0
Thread, yarn and cloth.....	2.9	161.1	158.5	156.8	144.1
Cotton yarn and cloth.....	1.3	110.2	107.5	109.6	109.5
Woolen yarn and cloth.....	.7	173.6	168.7	166.6	156.6
Artificial silk and silk goods.....	.7	632.0	622.8	608.4	478.8
Hosiery and knit goods.....	1.3	153.0	148.8	146.2	136.9
Garments and personal furnishings.....	2.9	164.7	163.7	158.6	126.0
Other textile products.....	.9	165.7	161.9	175.6	123.3
Tobacco.....	.6	130.8	126.3	131.2	98.8
Beverages.....	.9	291.4	283.7	269.4	181.3
Chemicals and allied products.....	2.6	354.4	363.6	616.5	177.2
Clay, glass and stone products.....	1.0	150.1	145.6	131.6	99.4
Electric light and power.....	1.2	162.5	160.2	145.1	143.6
Electrical apparatus.....	2.2	267.3	266.5	323.6	138.8
Iron and steel products	16.3	208.6	215.0	313.2	107.6
Crude, rolled and forged products.....	1.8	225.2	228.8	246.0	151.7
Machinery (other than vehicles).....	1.3	217.6	213.7	218.1	123.4
Agricultural implements.....	.7	150.9	140.3	130.6	60.1
Land vehicles and aircraft.....	5.6	154.4	161.2	288.9	94.8
Automobiles and parts.....	1.4	168.5	171.3	291.3	139.9
Steel shipbuilding and repairing.....	2.4	836.7	876.3	1330.8	62.4
Heating appliances.....	.4	183.0	178.4	178.1	142.7
Iron and steel fabrication (n.e.s.).....	.8	224.5	235.5	289.9	131.6
Foundry and machine shop products.....	.5	197.2	198.3	236.1	124.4
Other iron and steel products.....	2.8	229.0	241.5	347.4	119.9
Non-ferrous metal products.....	2.4	293.4	295.5	403.3	166.3
Non-metallic mineral products.....	.9	215.7	217.0	207.5	168.5
Miscellaneous.....	1.0	295.2	297.6	356.5	152.3
Logging	4.8	277.1	205.2	239.8	206.4
Mining	3.9	146.1	143.6	149.2	171.0
Coal.....	1.4	90.9	90.4	95.7	94.4
Metallic ores.....	1.8	246.6	236.7	253.2	353.6
Non-metallic minerals (except coal).....	.7	180.4	184.1	171.3	143.7
Communications	1.9	125.0	123.4	110.7	86.7
Telegraphs.....	.5	138.6	136.5	129.1	100.0
Telephones.....	1.4	120.9	119.5	105.6	83.0
Transportation	9.4	127.4	127.3	123.9	90.6
Street railway cartage and storage.....	2.9	200.9	197.5	188.6	133.5
Steam railways.....	5.1	109.9	110.5	107.5	79.2
Shipping and stevedoring.....	1.4	106.6	107.6	112.3	86.1
Construction and Maintenance	9.6	130.1	124.7	112.7	117.6
Building.....	3.4	133.9	122.1	102.8	85.1
Highway.....	3.7	161.1	155.8	144.0	209.1
Railway.....	2.5	98.3	99.2	94.6	64.5
Services	3.0	210.5	209.9	204.6	135.2
Hotels and restaurants.....	2.0	206.9	208.3	205.7	129.0
Personal (chiefly laundries).....	1.0	217.4	213.0	202.6	145.9
Trade	11.5	181.7	176.5	170.3	140.2
Retail.....	8.4	188.6	182.4	177.7	144.8
Wholesale.....	3.1	165.0	162.6	151.6	128.1
Eight Leading Industries	100.0	171.1	168.7	183.8	123.6
Finance		134.7	134.0	128.6	.....
Banks and trust companies.....		137.4	137.1	132.9	.....
Brokerage and stock market.....		200.5	191.7	150.0	.....
Insurance.....		127.2	126.5	121.5	.....
Nine Leading Industries		169.4	167.0	181.1	.....

¹ The relative weight shows the proportion of employees reported in the indicated industry to the total number of employees reported in Canada by the firms making returns at the date under review.

Man-Hours and Hourly Earnings, October 1, 1945

BETWEEN November 1, 1944, and October 1, 1945, average hours per week worked by hourly-rated wage-earners employed in manufacturing declined from 46·3 to 44·7. During the same period average hourly earnings dropped from 70·3 to 67·8 cents, and average weekly wages declined from \$32.55 to \$30.31.

Since late in 1944 the Dominion Bureau of Statistics has been obtaining information from employers on hours of work and hourly earnings.

Employers are asked to furnish statistics of man-hours on behalf of those wage-earners for whom they keep a record of aggregate hours worked, so that the data relate, in the main, to persons employed at hourly rates. Information for salaried employees is purposely excluded, while in many cases, statistics of man-hours are not available for certain classes of wage-earners, whose earnings, like those of most salaried employees, are not directly dependent upon the number of hours worked; examples of wage-earners most commonly excluded are route drivers, truck men, piece workers in many establishments, etc. In addition, some employers do not keep a record of man-hours for any classes of employees. Accordingly, the number of workers for whom statistics are given in the present report is smaller than the total number of employees, (salaried personnel and wage-earners) for whom statistics of employment and payrolls are obtained in the monthly surveys on these subjects.

Man-Hours.—The statistics of man-hours include overtime, as well as the hours worked by part-time and casual workers. Hours credited to persons absent on leave with pay in the reported pay period are included in the statistics as though the hours for which payment was made had been worked.

Wages.—The wages reported represent gross earnings before deductions are made for taxes, unemployment insurance, etc.; they do not, however, include the value of board and lodging which in some cases is part of the remuneration of workers. Incentive and production bonuses and overtime payments are included, as are sums paid employees absent on leave with pay during the pay period for which statistics are given. The figures of average weekly wages result from the multiplication of the average hours worked during the period of observation, by the average hourly earnings reported in the same period.

Pay Periods.—Statistics of man-hours and hourly wages reported for periods exceeding one week in duration are reduced by the ap-

propriate proportions to obtain for tabulation purposes the number of hours worked and the hourly earnings in one week in the indicated pay period; such information is then added to the data furnished by employers who pay on a weekly basis, so that, in all cases, the tabulated data represent the situation in one week in each month.

Situation at October 1, 1945

The number of hourly-rated wage-earners employed in manufacturing, the total hours worked by such persons and their aggregate earnings showed declines in the week ending on or about October 1, according to information from 6,150 plants compiled by the Dominion Bureau of Statistics. These establishments reported 727,962 workers paid at hourly rates; the hours they had worked in the period under review amounted to 32,544,511, for which a total of \$22,063,037 was paid. In the week preceding September 1, the 776,120 hourly-rated wage-earners on the staffs of these firms had worked an aggregate of 34,243,099 hours, for which they received \$23,660,586 in payment. Thus there was a decrease of 6·2 per cent in the number of hourly-rated wage-earners, of five per cent in the total hours worked, and of 6·8 per cent in the weekly wages disbursed. The average hours per worker, on the other hand, rose from 44·1 in the week preceding September 1, to 44·7 in the week ending on or about the first of October, but the average hourly earnings were lowered from 69·2 cents in the former, to 67·8 cents in the latter period of observation.

The reduction in the average hourly earnings in manufacturing as a whole during the month (the fifth consecutive decline recorded), was due in large measure to further important changes in the industrial distribution of wage-earners during the period of conversion from wartime to peacetime production, but also partly resulted from seasonal causes, while industrial disputes likewise contributed to the result. These factors affected particularly the industries classed in the durable manufactured goods group, in which the co-operating establishments reported a reduction of nearly 53,800 workers employed at hourly rates; the average time worked rose by seven-tenths of an hour, while the average hourly earnings declined by one cent. On the other hand, heightened activity, partly seasonal in character, was indicated in many of the non-durable manufactured goods industries, in which the reported number of hourly-rated wage-earners was, on the whole, greater by approximately 5,600, or 1·5 per cent; there was an advance

of 2.5 per cent in the total hours worked, and of 1.7 per cent in the aggregate weekly earnings of hourly-rated employees in this category. The average hours rose by half an hour, but the average hourly rates fell by two-fifths of a cent.

*Table 1 summarizes the statistics of average hours per week and average hourly earnings in manufacturing during the period for which such information is available. The latest figures are subject to revision.

a factor, while the reduction in the number of employees no doubt also contributed to the higher average, with the release of the less satisfactory workers. In spite of the increase in the average time worked, the aggregate hours reported in the production of heavy manufactured goods showed a decline of 11.7 per cent from the week ending September 1. The strike in the automobile industry was partly responsible for the shrinkage in the total productive hours in this category.

TABLE 1—AVERAGE HOURS WORKED, AVERAGE HOURLY EARNINGS AND AVERAGE WEEKLY WAGES OF HOURLY-RATED WAGE-EARNERS IN MANUFACTURING

Week Preceding	Average Hours	Average Hourly	Average Weekly Wages
	Per Week	Earnings	(Col. 1 x Col. 2)
	(1) No.	(2) c	(3) \$
Nov. 1, 1944	46.3	70.3	32 55
Dec. 1	46.3	70.5	32 64
Jan. 1, 1945	39.6*	70.0	27 72*
Feb. 1	45.4	70.1	31 83
Mar. 1	45.8	70.1	32 11
Apr. 1	43.6*	70.4	30 69*
May 1	45.5	70.5	32 08
June 1	44.3	70.3	31 14
July 1	44.3	70.1	31 05
Aug. 1	44.3	69.5	30 79
Sept. 1	44.1	69.2	30 52
Oct. 1	44.7	67.8	30 31

* The averages at January 1 and April 1 of the present year were affected by the time lost during the year-end and the Easter holidays, respectively.

Average Hours Worked.—For the first time since the beginning of May, there was an increase in the average hours worked in manufacturing as a whole, the mean in the week ending October 1, being 44.7 hours, as compared with 44.1 at September 1; the latest figure is the highest in five months, although it was lower than in any earlier month in the brief period of observation, except January 1 and April 1, 1945, when loss of working time during the year-end and Easter holidays respectively, had greatly affected the situation. The higher average in manufacturing as a whole at the date under review was partly due to the fact that in recent months, holidays have tended to reduce the working time.

In plants producing durable manufactured goods, the hours reported averaged 44.9 in the week ending October 1, as compared with 44.2 in the week ending September 1. Practically all industries within this division reported longer working hours. Reductions in overtime work were generally indicated, so that the increase in the average is largely due to the resumption of more normal conditions following the holiday season; lessened absenteeism on the part of wage-earners may also have been

In the light manufactured goods industries, the aggregate hours worked in the week preceding October 1 were higher than in the week of September 1; with considerable increases in the employment of workers in the lower wage brackets. However, the average hourly earnings declined from 60.9 cents at that date, to 60.5 cents at the beginning of October. The aggregate weekly wages paid to hourly-rated employees were then higher by 1.7 per cent than had been the case a month earlier.

Average Hourly Earnings.—The average earnings in manufacturing as a whole at October 1 were lower by 1.4 cents per hour than at the first of September. As already indicated, several factors contributed to this result; the pronounced recessions in employment in the more high-paid heavy manufacturing industries, accompanied by expansion in the light manufactured goods industries (particularly among relatively unskilled seasonal workers) were of especial importance. The continued diminution of overtime work and the loss of working time due to industrial disputes also contributed materially to the falling-off in the latest average hourly rate.

TABLE 2.—AVERAGE HOURS WORKED AND AVERAGE HOURLY AND WEEKLY EARNINGS OF THE WAGE-EARNERS IN CANADA FOR WHOM STATISTICS OF MAN-HOURS ARE AVAILABLE AT OCTOBER 1 AND SEPTEMBER 1, 1945, AND NUMBER OF WAGE-EARNERS FOR WHOM MAN-HOURS DATA WERE AVAILABLE AT THE LATEST DATE.

(The latest figures are subject to revision)

Industries	Average Hours per Week Reported at		Average Hourly Earnings Reported at		Average Weekly Wages		Wage-Earners Working Hours Shown in Col. 1	P.C. Women in Recorded Employment
	Oct. 1	Sept. 1	Oct. 1	Sept. 1	Oct. 1	Sept. 1		
	No.	No.	c.	c.	\$	\$		
Manufacturing	44.7	44.1	67.8	69.2	30.31	30.52	727,962	26.3
* Durable manufactured goods.....	44.9	44.2	75.5	76.5	33.90	33.81	353,647	13.8
Non-durable manufactured goods.....	44.5	44.0	60.5	60.9	26.92	26.80	374,315	37.6
Animal products—edible.....	45.7	45.3	63.2	62.4	28.88	28.27	28,562	20.8
Dairy Products.....	49.5	48.7	59.0	57.2	29.21	27.86	7,280	17.6
Meat products.....	44.5	43.6	67.8	68.4	30.17	29.82	17,390	22.8
Leather products.....	43.6	43.3	53.0	52.3	23.11	22.65	21,518	41.5
Leather boots and shoes.....	43.8	43.5	50.4	49.8	22.08	21.66	13,260	44.3
* Lumber products.....	44.7	44.2	60.8	60.0	27.18	26.52	53,377	11.2
Rough and dressed lumber.....	44.8	44.5	62.3	61.1	27.91	27.19	29,402	6.8
Containers.....	44.1	43.3	59.2	58.3	26.11	25.24	6,422	17.5
Furniture.....	44.3	44.1	58.7	57.6	26.00	25.40	10,241	14.1
* Musical instruments.....	46.5	46.5	54.3	54.4	25.25	25.30	661	11.1
Plant products—edible.....	42.9	42.0	53.6	54.3	22.99	22.81	49,796	39.5
Flour and other milled products.....	47.5	46.9	63.1	62.6	29.97	29.36	5,973	17.0
Fruit and vegetable preserving.....	41.5	36.9	50.2	50.0	20.83	18.60	20,083	49.6
Bread and bakery products.....	44.0	44.3	54.0	53.7	23.76	23.79	12,033	32.8
Chocolate and cocoa products.....	41.6	41.6	49.0	49.4	20.38	20.55	5,349	58.0
Pulp and paper products.....	47.2	46.7	70.2	70.0	33.13	32.69	68,603	22.6
Pulp and paper.....	51.3	50.6	72.2	72.3	37.04	36.58	35,642	7.0
Paper products.....	43.9	43.1	55.9	55.3	24.54	23.83	13,705	41.3
Printing and publishing.....	42.2	41.9	76.5	75.5	32.28	31.63	19,256	31.8
Rubber products.....	45.4	45.4	71.2	72.3	32.32	32.82	16,964	29.6
Textile products.....	43.3	42.4	51.4	51.4	22.26	21.79	113,556	59.4
Thread, yarn and cloth.....	46.9	46.3	49.1	48.9	23.03	22.64	45,231	44.2
Cotton yarn and cloth.....	46.5	46.1	48.6	48.3	22.60	22.27	20,555	44.4
Woolen yarn and cloth.....	46.9	46.0	49.7	49.5	23.31	22.77	11,008	46.7
Silk and artificial silk goods.....	48.2	47.5	50.1	49.9	24.15	23.70	10,470	40.5
Hosiery and knit goods.....	42.6	41.5	48.1	47.8	20.49	19.84	19,497	67.3
Garments and personal furnishings.....	39.7	38.9	55.0	55.3	21.84	21.51	36,947	72.1
Tobacco.....	44.7	44.1	52.3	52.6	23.38	23.20	7,627	61.2
Beverages.....	44.3	45.6	66.4	66.1	29.42	30.14	11,322	20.3
Distilled and malt liquors.....	44.1	45.6	67.9	67.9	29.94	30.96	9,921	21.1
Chemicals and allied products.....	45.2	44.7	68.7	69.1	31.05	30.89	30,244	29.6
Explosives and ammunition, n.e.s.....	46.9	46.7	74.7	73.9	35.03	34.51	.....	25.3
Drugs and medicines.....	42.8	41.7	56.4	56.8	24.14	23.69	5,196	49.7
* Clay, glass and stone products.....	46.2	44.5	64.7	65.5	29.89	29.15	13,585	21.1
Glass products.....	45.5	42.8	61.2	61.7	27.85	26.41	5,420	34.2
Stone products.....	47.4	46.1	70.9	72.0	33.61	33.19	4,543	11.5
* Electrical apparatus.....	43.5	42.7	70.5	70.2	30.67	29.98	28,929	35.8
Heavy electrical apparatus.....	43.3	45.2	74.9	75.0	32.43	33.90	7,843	.....
* Iron and steel products.....	45.1	44.3	80.5	81.5	36.31	36.10	224,683	10.3
Crude, rolled, forged products.....	46.9	46.9	77.4	77.7	36.30	36.44	27,553	7.7
Machinery (other than vehicles).....	47.3	46.2	72.2	71.9	34.15	33.22	16,993	12.8
Agricultural implements.....	44.5	43.0	75.8	73.8	33.73	31.73	9,543	7.7
Land vehicles and aircraft.....	43.5	43.0	87.1	88.0	37.89	37.84	65,319	8.7
Railway rolling stock.....	44.0	45.0	87.5	86.4	38.50	38.88	33,191	2.5
Automobiles and parts.....	42.3	41.4	86.4	91.7	36.55	37.96	19,094	15.5
Aeroplanes and parts.....	44.3	42.7	86.8	85.6	38.45	36.55	.....	17.3
Steel shipbuilding and repairing.....	45.6	43.0	86.5	86.4	39.44	37.15	40,243	5.7
Iron and steel fabrication, n.e.s.....	45.3	47.0	78.6	80.1	35.61	37.65	12,238	8.5
Tool manufacturing.....	44.3	43.4	72.9	73.3	32.29	31.81	6,257	18.1
Firearms.....	44.7	46.2	83.4	83.2	37.28	38.44	.....	21.0
Foundry and machine shop products.....	45.8	45.1	77.2	76.0	35.36	34.28	6,959	7.9
Sheet metal work.....	45.6	44.3	68.7	67.8	31.33	30.04	11,474	25.4
* Non-ferrous metal products.....	44.7	44.6	74.2	73.8	33.17	32.91	32,412	19.4
Preparation of non-ferrous metallic ores.....	45.7	46.0	80.9	78.9	36.97	36.20	9,232	9.5
Aluminum and its products.....	44.8	43.5	74.6	74.8	33.42	32.54	5,499	14.8
Copper, lead, tin and zinc manufacturing.....	44.4	44.7	71.2	71.2	31.61	31.83	11,374	23.2
Non-metallic mineral products.....	45.0	45.7	79.3	79.6	35.69	36.06	11,506	9.4
Petroleum and its products.....	42.2	43.6	87.0	87.5	37.58	38.15	6,274	9.3
Miscellaneous manufactured products.....	44.4	43.7	62.8	65.9	26.63	28.14	14,522	37.4
Mining.....	44.1	43.0	85.6	85.2	37.75	36.64	58,290	2.8
Coal.....	40.5	39.2	94.0	94.1	38.07	36.89	22,566	1.3
Metallic ores.....	46.3	45.0	86.1	85.4	39.86	38.43	26,193	2.9
Non-metallic minerals (except coal).....	46.6	46.9	65.9	65.7	30.71	30.81	9,231	5.8
Building Construction.....	41.5	41.3	81.3	79.6	33.74	32.87	42,895	3.7
Highway Construction.....	37.1	38.0	63.1	62.1	23.41	23.60	32,441	1.9
Services.....	44.0	44.0	43.9	43.2	19.32	19.01	23,674	57.6
Hotels and restaurants.....	45.3	45.1	41.8	41.4	18.94	18.67	19,049	54.2
Personal (chiefly laundries).....	41.4	41.8	48.3	47.4	20.00	19.81	9,625	63.9

* The industries classed in the durable manufactured industries are indicated by an asterisk.

This was the lowest in the record, dating from November 1, 1944; during this period, variation between the maximum of 70½ cents (indicated at December 1, 1944, and again at May 1, 1945) and the low of 67·8 cents per hour at October 1 has amounted to not quite four per cent; the change is significant, probably being indicative of a trend which will become increasingly pronounced in coming months, with further diminution in overtime work, and continued alterations in the industrial distribution of workers during the "unwinding" process.

Table 2 contains statistics of man-hours, hourly earnings and wage-earners in a con-

siderable list of manufacturing industries throughout the Dominion. Attention should be paid to the sex distribution of the persons employed in the different industries when the variations in the average hours worked and in the average hourly and weekly earnings are being studied. In view of the importance of this matter, an additional column has been entered in Table 2 to show the proportions of women workers reported at October by the firms co-operating in the monthly survey of employment and payrolls; these percentages relate to salaried personnel and to wage-earners employed at other than hourly rates, as well as to hourly-rated workers, who form the most numerous cases.

Sex Distribution of Persons in Recorded Employment at October 1, 1945

AT the beginning of October, the Dominion Bureau of Statistics made its sixth periodical enquiry into the sex distribution of the persons employed by the establishments furnishing monthly statistics of employment and payrolls.¹ The results of this survey are particularly interesting in that they depict the situation existing shortly after the cessation of hostilities. In the period elapsing since the enquiries which were made six months and 12 months previously, there have been significant changes in the total numbers in recorded employment, and in the numbers and the proportions of men and women workers. The seasonal movements from the early spring to the autumn affect the value of comparisons between the most recent data and those of April 1, so that the present report deals more particularly with comparisons between the figures for October 1 of 1945 and those obtained in the October 1, 1944, survey.

A brief review of the situation revealed in the latest returns shows that of the aggregate of 1,793,921 persons on the payrolls of the reporting establishments at the beginning of October, 454,640, or 253 per 1,000 workers, were women; the proportion at October 1, 1944, had been 271 per 1,000, the highest on record. It may be estimated that in the last 12 months, the personnel of these firms has declined by over 145,900 workers, or 7·5 per cent. The reduction among men was

approximately 74,858, or 5·3 per cent of their number, and that among women, 71,055, or 13·5 per cent. Although the latter decrease was larger in relation to the total number of women in recorded employment, it is nevertheless significant that rather more than 51 per cent of the persons released in the nine leading industries were men.

With the termination of the war, the greatest changes as compared with a year ago, have taken place in manufacturing, in which recorded employment has fallen by 15·8 per cent; of the 185,194 workers laid off by the co-operating plants since October 1, 1944, over 110,300 were men, who thus formed 59·6 per cent of the total number released. The existence of an important strike in the automotive industries exaggerated the general reduction in employment, and more particularly that among men. The 74,886 women who were dismissed from factories in the 12 months represented a loss of 22·5 per cent from their number at October 1, 1944; that among the male workers was 13·1 per cent.

The peak of wartime employment in Canada was reached in the autumn of 1943; a comparison of the latest data with the figures of sex distribution at the beginning of October of that year shows an estimated decrease of 123,200, or 8·4 per cent, in the number of men on the payrolls of the firms now currently furnishing statistics in the nine leading industries; the decline among women in the two years may be estimated at 64,600, or 12·4 per cent. The general shrinkage in activity involved the dismissal of 187,800 persons, of whom 65·6 per cent were men. In manufacturing, the loss of male employees approximates 143,800, or 16·4 per cent, and that of women, 81,300 or 24 per cent. The

¹ It will be recalled that the monthly surveys on these subjects are limited, in the main to establishments ordinarily employing 15 persons and over, in the following major industrial divisions:—manufacturing, logging, mining, communications, transportation, construction and maintenance, services, trade and finance.

(c) Industries

Manufacturing.....	989,730	732,113	257,617	74.0	26.0	72.8	97.2	71.7	28.3	72.0	28.0	72.1	27.9	74.3	25.7
Durable Goods.....	461,018	397,345	63,673	86.2	13.8	83.3	16.7	81.2	18.8	80.6	19.4	80.3	19.1	84.7	15.3
Non-Durable Goods.....	508,291	316,922	191,369	82.4	12.6	80.3	39.7	89.8	40.2	90.1	39.9	89.6	40.4	84.4	38.6
Electric Light and Power.....	20,421	17,846	2,575	87.4	1.3	88.4	13.6	87.0	13.0	86.3	13.7	87.3	12.5	88.3	11.2
Logging.....	61,968	60,808	1,160	89.1	0.9	89.3	1.0	96.7	3.3	95.2	5.8	97.6	2.4	88.2	9.8
Mining.....	67,651	65,705	1,923	91.2	0.8	92.9	66.8	96.7	3.3	97.2	2.8	96.9	3.1	88.0	9.0
Communications.....	33,179	34,675	13,903	44.2	56.8	43.9	56.9	44.9	58.9	49.7	58.0	47.4	58.6	47.7	47.7
Transportation.....	164,463	151,083	13,480	91.8	8.2	91.7	8.3	91.5	8.5	91.7	8.3	92.0	8.0	88.6	6.0
Construction and Maintenance.....	186,798	156,315	3,483	81.8	18.2	46.9	34.1	47.3	52.7	46.5	53.5	47.7	52.3	48.6	1.4
Services.....	32,467	22,266	30,291	42.4	57.6	40.9	69.3	41.8	58.2	41.3	58.7	42.0	58.0	43.4	5.4
Trade.....	196,313	103,950	91,367	53.2	46.8	51.2	48.8	50.9	49.3	51.1	48.9	50.9	49.1	54.7	45.9
Eight Leading Industries.....	1,724,549	1,306,872	417,677	75.8	24.2	74.3	25.7	73.9	26.1	73.9	26.1	74.7	25.3	77.3	22.7
Finance.....	69,372	32,409	36,963	46.7	53.3	46.0	54.0	46.1	53.9	48.1	51.9	49.2	50.8	55.1	44.9
Total—Nine Leading Industries.....	1,793,921	1,339,281	454,640	74.7	25.3	73.3	26.7	72.9	27.1	73.0	27.0	73.8	26.2	76.5	23.5

¹ This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products. The non-durable group includes the remaining manufacturing industries with the exception of electric light and power.

total workers laid off since October 1, 1943, numbered some 225,100; of these, 63.9 per cent were males and 36.1 per cent were females.

These figures clearly indicate that the recession in employment in the last two years,

as in the preceding 12 months, has resulted in the release of greater numbers of men than of women workers. An important factor contributing to this situation is the fact that, with some exception, the cancellation of war contracts has affected most seriously the in-

TABLE II.—SEX DISTRIBUTION OF THE PERSONS IN RECORDED EMPLOYMENT AT OCTOBER 1, 1945, APRIL 1, 1945, AND OCTOBER 1, 1944

Industries	October 1, 1945			April 1, 1945			October 1, 1944		
	Total	Women		Total	Women		Total	Women	
	No.	No.	p.c.	No.	No.	p.c.	No.	No.	p.c.
Manufacturing	989,730	257,617	26.0	1,116,933	304,106	27.2	1,172,486	332,180	28.3
Animal products—edible.....	48,057	9,987	20.8	41,599	9,144	22.0	46,275	10,994	23.8
Fur and products.....	3,498	1,402	40.1	3,187	1,251	39.3	2,984	1,176	39.4
Leather and products.....	29,602	12,273	41.5	29,219	12,400	42.4	28,113	11,963	42.5
Boots and shoes.....	18,207	8,064	44.3	17,772	7,964	44.8	17,118	7,697	45.0
Lumber and products.....	68,702	7,680	11.2	65,241	8,444	12.9	65,409	9,116	13.3
Rough and dressed lumber.....	12,644	1,777	14.1	11,952	1,834	15.3	11,623	2,848	24.5
Furniture.....	17,907	3,294	18.4	18,704	3,787	20.2	19,696	1,973	10.0
Other lumber products.....	67,527	26,700	39.5	52,628	19,730	37.5	70,076	29,407	42.0
Plant products—edible.....	92,561	20,963	22.6	85,921	20,471	23.8	86,188	20,390	23.7
Pulp and paper.....	41,009	2,888	7.0	36,887	2,834	7.7	38,120	3,019	7.9
Paper products.....	17,657	7,293	41.3	16,752	7,109	42.4	16,365	7,003	42.8
Printing and publishing.....	33,895	10,785	31.8	32,282	10,528	32.6	31,703	10,368	32.7
Rubber products.....	21,834	6,468	29.6	22,830	7,298	32.0	21,607	7,113	32.9
Textile products.....	138,608	82,323	59.4	140,122	84,042	60.0	134,685	80,834	60.1
Thread, yarn and cloth.....	49,672	21,940	44.2	49,992	22,587	45.2	48,317	21,952	45.4
Cotton yarn and cloth.....	21,743	9,662	44.4	22,438	10,251	45.7	21,851	10,108	46.3
Woolen yarn and cloth.....	12,376	5,777	46.7	12,262	5,791	47.2	11,977	5,692	47.5
Artificial silk and silk goods.....	11,752	4,765	40.5	11,841	5,022	42.4	11,299	4,754	42.1
Hosiery and knit goods.....	22,574	15,183	67.3	22,321	15,222	68.2	21,750	14,928	68.6
Garments and personal furnishings.....	50,806	36,638	72.1	50,670	36,387	71.8	49,300	34,377	71.2
Other textile products.....	15,556	8,562	55.0	17,139	9,846	57.4	16,318	9,577	58.7
Tobacco.....	10,456	6,398	61.2	12,029	7,792	64.8	10,272	7,044	68.6
Beverages.....	15,792	3,211	20.3	13,906	2,843	20.4	14,424	3,096	21.5
Chemicals and allied products.....	46,916	13,865	29.6	76,169	27,116	35.6	78,038	30,887	39.6
Clay, glass and stone products.....	16,693	3,524	21.1	15,452	3,428	22.2	15,016	3,423	22.8
Electric light and power.....	20,421	2,575	12.6	17,915	2,434	13.6	18,759	2,438	13.0
Electrical apparatus.....	39,354	14,099	35.8	43,009	17,591	41.6	47,446	20,457	43.1
Iron and steel products.....	293,735	30,180	10.3	405,024	57,043	14.1	435,373	71,126	16.3
Crude, rolled and forged products.....	31,512	2,430	7.7	33,750	3,207	9.5	33,650	3,346	9.9
Machinery (other than vehicles).....	22,788	2,919	12.8	23,615	3,693	15.6	23,537	3,884	16.5
Agricultural implements.....	11,599	893	7.7	11,182	1,658	14.8	10,458	1,686	16.1
Land vehicles and aircraft.....	102,451	8,913	8.7	166,218	24,583	14.8	188,492	33,732	17.9
Automobiles and parts.....	25,649	3,985	15.5	42,760	6,054	14.2	43,537	6,363	14.6
Aircraft and parts.....			17.3			26.5			29.1
Steel shipbuilding and repairing.....	44,457	2,535	5.7	63,477	3,788	6.0	64,313	4,379	6.8
Heating appliances.....	5,707	517	9.1	6,201	710	11.4	5,540	615	11.1
Iron and steel fabrication (n.e.s.).....	15,002	1,282	8.5	17,957	2,091	11.6	22,214	2,354	10.6
Foundry and machine shop products.....	8,638	683	7.9	10,316	1,023	9.9	10,176	1,104	10.8
Firearms.....			21.0			25.3			31.2
Other iron and steel products.....	44,109	8,436	19.1	72,308	16,290	22.5	76,993	19,976	25.9
Non-ferrous metal products.....	41,769	8,105	19.4	55,856	13,114	23.5	58,303	13,177	22.6
Non-metallic mineral products.....	16,547	1,558	9.4	16,289	1,553	9.6	16,100	1,570	9.8
Miscellaneous.....	17,658	6,303	35.7	19,855	8,031	40.4	20,415	7,969	39.0
Logging	61,968	1,160	1.9	80,389	1,384	1.7	54,135	1,015	1.9
Mining	67,631	1,926	2.8	70,339	2,088	3.0	70,804	2,351	3.3
Coal.....	24,933	324	1.3	26,137	348	1.3	26,323	367	1.4
Metallic ores.....	30,403	883	2.9	33,450	1,014	3.0	32,893	1,129	3.4
Non-metallic minerals (except coal).....	12,295	719	5.8	10,722	726	6.8	11,588	855	7.4
Communications	33,179	18,503	55.8	30,048	17,056	56.8	29,903	16,595	55.5
Telegraphs.....	7,830	2,369	30.3	7,299	2,240	30.7	77,448	2,310	3.1
Telephones.....	25,276	16,121	63.8	22,674	14,803	65.3	22,455	14,285	63.6
Transportation	164,463	13,430	8.2	155,910	12,956	8.3	161,041	13,645	8.5
Street railways, cartage and storage.....	50,581	4,968	9.8	47,144	5,127	10.9	46,747	5,155	11.0
Steam railways.....	89,983	7,223	8.0	87,538	7,047	8.1	88,089	7,103	8.1
Shipping and stevedoring.....	23,899	1,239	5.2	21,228	782	3.7	26,205	1,384	5.3
Construction and Maintenance	159,798	3,483	2.2	111,262	3,797	3.4	145,735	3,948	2.7
Building.....	53,977	2,012	3.7	36,493	2,059	5.6	48,844	2,195	5.0
Highway.....	62,084	1,188	1.9	34,960	1,429	4.1	59,022	1,370	2.3
Railway.....	43,737	283	0.6	39,809	309	0.8	42,869	383	0.9
Services	52,467	30,201	57.6	49,603	29,435	59.3	47,517	27,659	58.2
Hotels and restaurants.....	34,427	18,674	54.2	32,518	18,119	55.7	30,518	16,423	53.8
Personal (chiefly laundries).....	18,040	11,527	63.9	17,085	11,316	66.2	16,999	11,236	66.1
Trade	195,313	91,357	46.8	188,540	92,012	48.8	179,978	88,732	49.3
Retail.....	142,287	76,578	53.8	139,513	77,877	55.8	133,337	75,047	56.3
Wholesale.....	53,026	14,779	27.9	49,027	14,135	28.8	46,641	13,685	29.3
Eight Leading Industries	1,724,549	417,677	24.2	1,805,015	462,834	25.7	1,861,599	486,125	26.1
Finance	69,372	36,963	53.3	66,675	36,023	54.0	66,512	35,854	53.9
Banks and trust companies.....	39,764	23,905	60.1	38,594	23,303	60.4	38,501	23,071	59.9
Brokerage and stock market.....	2,373	1,005	42.4	1,980	905	45.7	1,835	824	44.9
Insurance.....	27,235	12,053	44.3	26,101	11,815	45.3	26,176	11,959	45.7
All Industries	1,793,921	454,640	25.3	1,869,690	498,857	26.7	1,928,111	521,979	27.1

dustries which largely employ men; as already stated, the strikes in the automotive industries involve male employees to a much greater extent than women workers. For the reason that men ordinarily carry on business on their own account to a greater extent than women, it is probable that, with the termination of war work at relatively high wages, larger proportions of men have returned to their own businesses than is the case among women.

The comparison of the most recent information with that for April 1, 1945, is less significant than the comparisons with the figures for the beginning of October of earlier years, which eliminate the seasonal factor. The survey of six months ago, however, depicted the situation existing shortly before the end of the European war, so that it is interesting to measure the changes which have since taken place. It should be noted that, normally, there is a substantial increase in industrial activity from April 1 to October 1; in many years, the low point of employment is indicated at the former date, and the maximum at the latter. Between April 1 and October 1, 1945, recorded employment for workers of both sexes in the nine leading industries has fallen by some 80,400, or 4.3 per cent; of this aggregate, 45,800 were women and 34,600 were men, the former constituting 57 per cent of the total. In manufacturing as a whole, nearly 128,500 persons have been released in the six months, the loss being 11.5 per cent. The number of women dismissed exceeds 46,500, and that of men, 81,900. Thus the females laid off formed only 36.2 per cent of the total workers released by the co-operating factories. The decline among the women, on the other hand, was greater in relation to their total numbers than was the case among men, the percentage loss in employment for the former being 15.3, and that among male workers, 10.1 per cent.

In the general comparisons given above, adjustment has been made for increases in the coverage of industry during the indicated periods; the adjustments for the various industries and areas are relatively slight, affecting the percentage changes in the different comparisons only by small fractions.

The proportion of 253 women per 1,000 employees in the nine leading industries at October 1, 1945, was the lowest since October 1, 1942, when the first enquiry into sex distribution was undertaken in connection with the monthly surveys of employment and payrolls; the ratios in earlier enquiries were as follows: April 1, 1945, 267; October 1, 1944, 271; April 1, 1944, 270; October 1, 1943, 262, and October 1, 1942, 235. In manufacturing,

in which were reported 56.7 per cent of the total number of women in recorded employment at the date under review, the latest proportion was 260 per 1,000 workers, as compared with 272 six months ago, 283 a year previously, 280 at April 1, 1944, 279 at October 1, 1943, and 257 at October 1, 1942.

The women on the staffs of the co-operating establishments in the nine leading industrial divisions numbered 454,640 at the date under review, when 257,617 or 56.7 per cent were employed by manufacturers, including those in central electric stations; a year earlier, 63.6 per cent of the total women in recorded employment had been engaged in factories, while the proportion at October 1, 1943, had been even higher, at 66 per cent. Considerable numbers and proportions of women were also employed in trade, finance and services; in these, were reported 91,357, 36,963 and 30,201 women, respectively. These three classes together afforded work for 34.9 per cent of the total number of females indicated at October 1, 1945, the remaining 8.4 per cent being distributed among the transportation, construction, communications, mining and logging industries.

As already stated, the number of persons in recorded employment in the nine leading industries has declined by over 145,900 in the last 12 months, while in manufacturing, the reduction approximates 185,200. Thus the important curtailment in the latter group has been accompanied by an advance in the non-manufacturing industries, taken as a unit. The increase therein amounts to some 39,300 workers, of whom 3,800, or less than 10 per cent were women.

The decrease in the number of females engaged in manufacturing affected particularly those employed in the production of durable manufactured goods, in which their ratio of 138 per 1,000 workers was lower than in any earlier survey. In the non-durable manufactured goods division, a very large proportion of the workers laid off had been employed in the manufacture of chemical products for wartime use.

Geographically, a brief review of the situation shows widespread reductions in employment for workers of both sexes in comparison with April 1, 1945, and October 1, 1944. The largest losses among women took place, of course, in the great manufacturing provinces of Quebec and Ontario, in each of which the ratio per 1,000 workers of both sexes was the lowest since 1942. The concentration of women workers in those two areas, however, continued high, 30.3 per cent of the total number in recorded employment at the date

under review being reported in the former, and 45.6 per cent in the latter province. Only in New Brunswick and British Columbia were the proportions of women workers rather higher at the date under review than had been the case in earlier surveys.

In the eight cities with populations exceeding 100,000, were reported 264,653 women workers at October 1, 1945; this was 58.2 per cent of the Dominion total, a proportion which was smaller than that of 59.3 per cent indicated six months previously, being also below the October 1, 1944, ratio. The concentration of men in recorded employment in the leading centres was likewise less pro-

nounced than at April 1, when 41 per cent of such workers had worked in the larger metropolitan areas, as compared with 39.2 per cent at the date under review. At October 1, 1944, firms in the eight leading cities had reported 41 per cent of the total number of men, and 59 per cent of the women.

In the last 12 months, recorded employment in the larger centres has fallen by 8.8 per cent in the case of the men, and by 13.9 per cent in the case of the women on the staffs of the co-operating establishments. These reductions exceed those of 5.3 per cent among men and 13.5 per cent among women throughout the Dominion in the same period.

Report on Employment Conditions, December, 1945

The following report covering the employment situation for the past month has been prepared by the Research and Statistics Branch, Department of Labour, in co-operation with the Employment Service, Unemployment Insurance Commission. The first section of the report deals with the Canadian labour market by industry groups, while the second section gives a more detailed analysis of employment conditions by regions.

DURING December, the supply of labour available to Canadian industries continued to increase, while, at the same time, the demand for workers maintained a steadily downward trend. At December 20, the number of applicants reported as unplaced by local employment offices exceeded the number of vacancies by more than 100,000. The decline in labour requirements is due not only to the seasonal slackening in demand, but to the fact that many vacancies have been filled by ex-servicemen and former war workers. When reconversion and present development projects are completed, however, and when weather and supply of materials warrant employment expansion, additional workers will be required in increasing numbers. Labour requirements of Canadian industries (excluding agriculture) as measured by the number of unfilled vacancies¹, totalled 79,780 (53,585 male and 26,195 female) at December 20, as compared with 103,687 at November 22, four weeks earlier. The number of unfilled vacancies is considerably less than at December 21, 1944, the corresponding reporting date last year, when manpower requirements totalled 126,533. Although the decline in demand in the four weeks prior to Decem-

ber 20 was common to all industry groups, the labour needs of the logging and service industries continue at a high level. All regions report a considerable slackening in manpower requirements, with the Ontario and Quebec Regions accounting for two-thirds of the decline. Demand for male labour decreased by 21,234 during the month, while the number of vacancies for female workers declined by 2,673. Table I shows unfilled vacancies by main industry group and by sex, as at December 20, with absolute and percentage changes in total demand during the past month.

The number of unplaced applicants² continued to rise during the month and at December 21 totalled 185,274 (150,583 male and 34,691 female); this represents an increase of 13,206 since November 23, four weeks earlier. While there was a rise in the total supply of workers, however, the number of unplaced female applicants decreased by more than 3,000 in the period under review. Many applicants have been employed on a temporary basis by industries with increased activity at the holiday season. Table II shows labour demand and supply by occupational groups and by sex, as at December 21, 1945.

Logging

The activities of most logging companies have been curtailed for the holiday season and operations will not be resumed until mid-January or later. There is still an urgent demand for experienced woodsmen, and expansion in this industry will be governed

¹ *Unfilled Vacancies* are the number of unfilled jobs on file in employment offices as at the date indicated.

² *Unplaced Applicants* are the number of *Unreferred Applicants* plus *Unconfirmed Referrals*. *Unreferred Applicants* are those who have not been referred to specific jobs as at the date indicated. *Unconfirmed Referrals* are applicants who have been referred but whose placement has not been confirmed.

by the number of skilled loggers available. The intensive recruiting campaign carried on this year has met with a satisfactory response, and many off-season agricultural workers, former war plant employees and ex-servicemen have accepted this type of

employment. Labour requirements of the logging industry totalled 22,901 at December 20 as compared with 30,754, four weeks earlier. The Quebec Region, alone, reported a demand for 13,713 additional workers for pulpwood logging.

TABLE I—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT DECEMBER 20, 1945
(excluding Agriculture)

Industry	Male	Female	Total	Change from November 22, 1945	
				Absolute	Percentage
Logging—					
Pulpwood.....	16,754	25	16,779	- 5,606	-25.0
Lumber.....	5,102	16	5,118	- 2,099	-29.1
Other Logging.....	1,003	1	1,004	- 148	-12.8
Total.....	22,859	42	22,901	- 7,853	-25.5
Mining and Manufacturing—					
Coal Mining.....	1,305	4	1,309	- 253	-16.2
Base Metal Mining and Primary Smelting and Refining—					
Iron and Steel.....	118	23	141	- 81	-36.5
Nickel.....	2		2		
Other Base Metals.....	727	4	731	+ 19	+ 2.7
Other Mining and Oil Producing.....	1,067	16	1,083	- 620	-36.4
Aircraft and Parts.....	83	118	201	- 39	-16.3
Shipbuilding and Repairs.....	492	13	505	+ 60	+13.5
Guns and Ammunition.....	108	60	168	- 39	-18.8
Mechanical Transport and Armoured Fighting Vehicles.....	83	20	103	- 136	-56.9
Secondary Metal Industries (excluding Machinery and Equipment).....	1,004	198	1,202	- 767	-39.0
Electrical Machinery and Equipment.....	189	221	410	+ 20	+ 5.1
Other Machinery and Equipment.....	892	106	998	- 267	-21.1
Chemicals and Non-Metallics.....	858	321	1,179	- 433	-26.9
Food Processing.....	977	785	1,762	- 1,016	-36.6
Textiles and Products.....	1,672	6,894	8,566	- 717	- 7.7
Wood Products.....	1,985	156	2,141	- 1,138	-34.7
Pulp and Paper.....	683	271	954	- 170	-15.1
Rubber and Leather.....	501	1,285	1,786	- 303	-14.5
Other Manufacturing.....	1,038	1,277	2,315	- 600	-20.6
Total.....	13,784	11,772	25,556	- 6,480	-20.2
Construction.....	4,672	51	4,723	- 3,634	-43.5
Transportation.....	1,960	113	2,073	- 1,697	-45.0
Other Public Utilities.....	524	337	861	- 229	-21.0
Public and Professional Service.....	1,898	2,305	4,203	+ 210	+ 5.3
Trade, Finance and Other Service.....	7,888	11,575	19,463	- 4,224	-17.8
Grand Total.....	53,585	26,195	79,780	-23,907	-23.1

TABLE II—UNFILLED VACANCIES AND UNPLACED APPLICANTS, BY OCCUPATION AND BY SEX, AS AT DECEMBER 21, 1945

Occupational Group	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,351	447	1,798	5,090	611	5,701
Clerical Workers.....	1,306	3,218	4,524	9,661	6,608	16,269
Sales Workers.....	2,578	1,674	4,252	6,430	4,067	10,497
Service Workers.....	1,876	8,273	10,149	8,221	5,118	13,339
Fishermen.....	51		51	225		225
Skilled and Semiskilled Workers.....	36,906	7,524	44,430	56,127	7,240	63,367
Textile and Clothing Workers.....	1,022	5,749	6,771	719	1,986	2,705
Loggers.....	22,610		22,610	2,060		2,060
Miners.....	1,596		1,596	572		572
Construction Workers.....	3,212		3,212	9,861		9,861
Metalworkers.....	1,644	106	1,750	14,436	1,932	16,368
Other Skilled and Semiskilled Workers.....	6,822	1,669	8,491	23,479	3,322	31,801
Unskilled Workers.....	9,447	4,890	14,337	64,829	11,047	75,876
Total.....	53,515	26,026	79,541	150,383	34,691	185,274

Mining

Manpower requirements in the mining industry decreased by 25 per cent during the four weeks under review to total 3,266 at December 20. Almost two-thirds of this demand was for the coal and gold mining industries. While some mines are fully staffed for present operations, others are still placing orders for workers, particularly experienced miners. Additional workers, moreover, will be required in the spring when present mine development and new projects are ready for full-scale production. The placement of suitable applicants in areas where there is presently a demand is hampered by the lack of housing accommodation. Although mines, generally, have a full quota of inexperienced workers, others could be absorbed if more skilled miners were available. The shortage of certificated coal miners in both the Prairie and Maritime Regions still continues.

Manufacturing

During December, demand for workers in the manufacturing industries continued to decline. Labour requirements at December 20 totalled 22,290 as compared with 27,835, four weeks earlier. Many vacancies in these industries have been filled by ex-service personnel and former war plant workers. There is, moreover, a seasonal slackening in the labour requirements of some of these industries, and employment expansion in others is limited by the shortage of raw materials.

Textiles and Products—Almost 40 per cent of the overall labour demand in the manufacturing group was for the textile and products industry. While the labour situation in this industry has improved considerably during the past few months, there are still vacancies for both skilled and unskilled workers. Demand for labour at December 20 totalled 8,566, which represents a slight decline since November 22. Firms manufacturing men's and boys' clothing and women's and misses' outerwear accounted for more than half the requirements at the December date.

Wood Products—The labour needs of the wood products industry dropped sharply during the month. At December 20, there were 2,141 additional workers required, which represents a decline of 1,138 since November 22. The seasonal slackening in the manpower requirements of sawmills accounted for more than half this decline; demand decreased from 1,890 at November 22 to 1,225 at December 20. Experienced workers, however, are still required for the manufacture of furniture and finished lumber products.

Food Processing—A decline of 1,016 brought the labour requirements of the food processing industry to 1,762 at December 20. With the canning and preserving season over and meat packing plants supplied with sufficient labour to handle the present live-stock run, considerable slackening is evident in the manpower needs of this industry group.

Construction

The demand for workers in the construction industry showed a sharp decline during the month to total 4,723 at December 20 as compared with 8,357 at November 22. Present labour requirements are almost entirely for residential and industrial construction projects. There is still a demand for skilled tradesmen but few of the available applicants have had the necessary experience. The shortage of materials, moreover, together with unfavourable weather conditions, is presently retarding construction work. When the extensive construction program gets underway in the spring, however, both skilled and unskilled workers will be required in large numbers.

Transportation

Manpower requirements of the transportation industry decreased by almost 50 per cent during the month to total 2,073 at December 20. The reinstatement of ex-servicemen has substantially alleviated the labour shortage in this industry. While railways, generally, have been supplied with sufficient labour, there is still some demand for section hands and extra gang labourers in outlying districts. Labour requirements of steam railways dropped from 1,884 at November 22 to 917 at December 20. A marked decline is also evident in the manpower needs of highway and water transportation companies.

Trade, Finance and Service

Trade, finance and service industries, understaffed during the war years, are benefiting by the present easier labour market. Labour requirements in this group totalled 23,666 at December 20 as compared with 27,680, four weeks earlier. The number of vacancies in wholesale and retail establishments decreased by 3,416 to total 6,629 at December 20; employers' orders for additional workers to handle the Christmas trade have been filled with no difficulty. There is some demand for salesmen for insurance and real estate firms, but available applicants, particularly ex-servicemen, are reluctant to accept this type of employment. The shortage of skilled

garage workers, on the other hand, has been substantially alleviated by ex-service personnel. While there are still vacancies for chamber maids and kitchen workers, hospitals, and other institutions, on the whole, are more adequately staffed; at December 20 vacancies in hospitals totalled 1,193. The labour situation in hotels and restaurants has also improved considerably with a better type of worker accepting this kind of employment.

Demand for domestic help, on the other hand, rose slightly during the month, to total 3,730 at December 20. Many housekeepers are again placing orders for workers but few applicants are willing to accept this type of employment. The Home Aide project, in Toronto, has been fairly successful in the training and subsequent placement of applicants for this kind of work, and other centres are presently considering similar projects.

Regional Analysis

The Regional analysis which follows is based on semi-monthly reports received from Local Employment Offices across Canada. The report covers employment conditions during the month ended December 22, 1945.

Maritime Region

Woods Operations.—Favourable weather conditions prevail in most sections. The general labour supply is greater than at this time a year ago, and it is expected that after woods-workers return from the annual Christmas holidays the logging camps will swing into full-scale operations.

Already 200 temporary permits have been issued by the Charlottetown office to farmers wishing to enter woods operations. Only experienced choppers and loaders are needed in the Halifax area. Loggers from Prince Edward Island and the Annapolis Valley have met the requirements of one large operator at Liverpool, who has placed standing orders for 50 choppers to offset labour turnover.

Labour turnover is a problem in the Bathurst area also, and 200 men are still needed in local camps. Orders placed in the St. Stephen office are being filled with difficulty, and at Campbellton more men could be readily absorbed.

Coal Mining.—A slight improvement in the labour situation, with consequent increase in production, has been evident during the last few weeks. As many more workers—ex-servicemen for the most part—are accepting work at the coal face in the Sydney area, it is expected that the 400 outstanding vacancies will be filled during the winter. Only reinstatements are being made in the Springhill collieries. Mines in the New Glasgow area are all operating full time, but one colliery will close at the end of the year, releasing about 120 men.

Manufacturing.—Lay-offs are still in progress in several Maritime cities. A sharp curtailment of shipbuilding activities at Halifax has resulted in the release of about 200 workers, most of whom are employed temporarily on a part-time basis. The Lunenburg Foundry has

completed the lay-off of 120 employees and is reconverting the plant to civilian production. Although winterization of ships has been finished in Liverpool, about one-third of the men engaged on that work have been retained on a temporary basis for ship repair jobs.

The dehydration plant at Edmundston laid off 140 of its staff and the local pulp mill also released its men for the winter. Berwick Fruit products has released 40 women and closed its female staff house. Although the Kentville dehydration plant closed November 24, releasing nearly 250 workers, few of the women involved have applied either for unemployment insurance benefits or other employment. Several other food processing plants in the Maritimes are planning to re-open soon, giving employment to some hundreds of their former staffs. The Halifax fish processing establishments are asking only for experienced fish filleters and cutters, and Bridgewater plants are well supplied with labour.

Lack of housing accommodation still hinders the hiring of textile workers in St. Stephen and Windsor. At Truro, however, clearance orders are bringing results, but winders and hand weavers are still needed at the local woollen mills. In Amherst, a firm manufacturing men's and boys' trousers has resumed operations and now has 115 employees.

Construction.—Many large building projects which would absorb building labour have been postponed owing to the shortage of materials. In some instances contractors are laying off their men pending receipt of necessary supplies. Residential construction also has been delayed by lack of lumber, hardware, and plumbing materials.

Wartime Housing and Veterans' Land Act programmes are making good progress, but hospital construction is seriously hampered by the shortage of skilled bricklayers, plasterers, and experienced finishing carpenters. Many building tradesmen are taking holidays at present but it is expected that more labour will be available early in 1946.

Ex-Servicemen.—Many veterans are registering with National Employment Service

offices, but placements in suitable employment are becoming more difficult and a marked increase in the number of applications for out-of-work benefits is reported.

Quebec Region

Woods Operations—On the whole, operators are satisfied with the current supply of logging labour and are looking forward to a profitable season when woodsmen return from the annual Christmas holiday. Cutting conditions are ideal, but the lack of snow for hauling is causing some concern to many jobbers and sub-jobbers working under yearly contracts.

The Montreal office reports slow but steady recruitment of bushmen, averaging 150 loggers weekly. Very few experienced woodworkers are available, however. The Port Alfred office has filled all of its 675 orders for bushmen, with the exception of a deferred order for 200 men to be supplied in January. At La Tuque, too, the situation is fairly satisfactory, but more than 1,000 loggers could still be absorbed throughout the district. About 350 men have reported for woodwork in Montmagny camps during the last month.

Companies in the Rimouski area have doubled their demands, in anticipation of the holiday exodus from the bush. There are still between 900 and 1,000 vacancies in the Matane district.

Hard Rock Mining—The labour situation remains unchanged, and progress in the building up of mining staffs is hindered by lack of housing accommodation. Experienced miners are still scarce at Rouyn, and both base metal and gold mines are accepting inexperienced applicants.

Production at the asbestos mines has been affected by strikes in Manville, N.J., and Waukegan, Ill., two of the American plants manufacturing asbestos products.

Manufacturing—Mass lay-offs, both seasonal and permanent, are still in progress in various industrial centres. The shipyards continue to reduce their staffs. The Quebec Arsenal, too, has released 100 men, as well as 75 employees from the Inspection Board at Valcartier. The lay-off of about 200 workers from the Davie Shipbuilding company's yards at Levis has also increased local unemployment. Three hundred men were released from the Aluminum Company of Canada's plant at Shawinigan Falls, but 50 others were hired on a temporary pot-repair job.

Seasonal lay-offs are occurring in Hull, where the Canadian International Paper Company has released 150 workers and the E. B. Eddy Company, 60. The Ford strike in Windsor has made it necessary for the Hull Iron and Steel Foundries to lay off 130 employees. The Inter-

national Paper Company has released 90 seasonal workers from its Three Rivers wood-yard, and Electric Steels Limited, of the same city, has laid off the balance of its staff, about 50 in all.

All factories engaged in the production of glass, building materials, household utensils, electrical fixtures and hardware are very active. Shortage of materials alone prevents immediate staff expansion. Upholsterers are needed in all furniture plants, and printing tradesmen are in constant demand. Moulders are in short supply throughout the steel industry.

The textile trade and kindred industries continue to absorb all workers who can be obtained and housed. In the Drummondville area applicants under 25 years of age are easily placed. Employees on strike at the three Dominion Textiles plants in the Montreal area returned to work after being idle for eight days. Shoe and leather factories are very short of skilled workers and find it particularly difficult to obtain apprentices. Rubber goods manufacturers at Granby and Beauharnois also need women workers, who cannot be found locally.

Construction—Activity has lessened considerably during the last month, and owing to poor weather conditions and shortage of materials many projects in rural areas have been suspended until spring. Carpenters are becoming available in the Montreal area in numbers almost sufficient to fill current orders. The supply of plumbers is also adequate, and there is a surplus of painters and electricians.

Ex-Servicemen—The number of "white collar" veterans without employment has decreased, largely due to temporary hiring for the holiday rush by post offices, department stores and other establishments. Reinstatement figures show a steady increase and most discharges are taking advantage of their privileges without much delay. Applications for settlement on farms under the Veterans' Land Act have increased slightly, but fewer ex-servicemen are seeking vocational training.

Ontario Region

Woods Operations—Approximately 12,000 bushmen were placed in Ontario logging camps during the autumn, but there is still a heavy demand for experienced workers. There are 1,900 outstanding orders in the Toronto office for qualified men. Few men are available to fill 600 vacancies at Pembroke, and another 200 loggers are needed at Arnprior.

In Northern Ontario activity and production are greater than at any time during the last six years. About 200 general bushworkers are still required at Kirkland Lake, and experi-

enced men of all kinds can be placed at Sault Ste. Marie.

Hard Rock Mining—Prevailing strike conditions have affected the production of the base metal mines, and the nickel companies at Sudbury have cancelled all orders for underground and surface labour.

The easier labour market has resulted in increased gold production since October. At present, 13,500 men are engaged in the industry, as compared with the employment low of 9,900 in June, 1945. About 3,200 miners were placed in Northern Ontario operations from September 20 to December 6, but lack of development work and housing accommodation are hampering further hiring for the time being. Although few more men can be engaged at Timmins before spring, ex-servicemen of the district can still be placed if capable of underground work.

Manufacturing—Plans are on foot for the reorganization of various industrial plants throughout the region to full-scale civilian production and increased activity is expected in the coming months. One encouraging development during the last month was the ending of the 99-day strike of Ford Motor Company employees at Windsor, which will react favourably on other industries affected by the dispute. All factory supervisors and employees of the steam laboratory and plant production departments have been recalled to work and workers at several other plants hope to return to their jobs shortly. Reconversion activities have resulted in the temporary lay-off of about 800 Chrysler Corporation employees and there is a surplus of skilled workmen, welders especially, in the Windsor area.

In several other industrial centres lay-offs are still going on. The completion of the seasonal operations of the sugar companies has brought about the release of many workers at Chatham and shortage of materials forced the Hobbs Glass Company of Londona to lay off its staff of 70 for two weeks. The shut-down of the Central Aircraft plant resulted in the release of 60 employees, most of whom were maintenance men, stock-keepers and packers. The General Motors strike in the United States is having an adverse effect on the employment situation in the St. Catharines district, which suffered little from the Windsor dispute. The threatened American steel strike would still further handicap St. Catharines iron and steel manufacturers, who are spreading out production as much as possible in order to provide employment.

Plants engaged in the manufacture of iron and steel and their by-products still have the heaviest demand for workers. Moulders and core-makers can be easily placed at Brantford,

where agricultural implement factories are also calling urgently for expert pattern makers. There are few suitable applicants to meet the pressing needs of Hamilton foundries for skilled tradesmen. Many of the men released from one Ingersoll plant are back at work, and the steel company at Sault Ste. Marie has re-hired several hundred men since lay-offs began last September. The London car shops recently placed an order for 100 fully qualified tradesmen and mechanics of various types and the London office reports that the employment of youths in local foundries has materially stepped up production. The establishment of new industries promises added employment in several Ontario cities in 1946.

Construction—Except for a few small lay-offs, there has been little change in the general employment picture throughout the region. The demand for skilled building tradesmen has dropped off slightly, but there is still a shortage of bricklayers, electricians, plumbers, roofers, and tile-setters. The greatest need is for bricklayers, almost 450 being needed, and there are also orders for 382 trim carpenters. The call for cement finishers has lessened, and the demand for labourers is very light.

Ex-Servicemen—There has been little change in the employment situation, but discharges from the three services for December indicate a 50 per cent reduction from the peak figure of 32,000 in October. It is hoped that this factor, together with reconversion activities in 1946, will gradually reduce the number of unplaced applicants. Many veterans have been provided with temporary work for the Christmas season in post offices, railways, and retail stores. During the period from October 15 to November 14, 167 handicapped ex-servicemen were placed in suitable employment.

Prairie Region

Woods Operations—Activity in the logging camps has lessened temporarily and full-scale operations will not be resumed until after the annual holiday season, when it is expected that many Great Lakes seamen, as well as workers from the grain elevators, freight sheds, and docks of the Twin Cities, will go to the bush for the winter months. Although several companies in the Lakehead area have discontinued their offer of transportation for bushworkers, it is estimated that about 600 pulpcutters are still needed to meet present requirements. About 450 men are required to satisfy demands of contractors in the Fort Frances district. The labour shortage in the Kenora area has been relieved by local applicants and many western

farmers who have taken seasonal jobs in the bush. There are still about 700 prisoners of war in Kenora logging camps, whom employers will release as soon as other labour is available.

The Edmonton office reports that since December 6, a total of 250 bushworkers have been placed in local camps or transferred to British Columbia. Many men, however, will not go to the bush until after the Christmas season, and cutting is further hampered by the deep snow.

Coal Mining—While general production has increased, the shortage of certificated miners persists, and unskilled labour cannot be engaged until these requirements are met. The Moose Jaw, Lethbridge and Red Deer offices report a continued demand for qualified miners, and Edson operators are also asking for unskilled surface and underground workers. Lack of housing accommodation makes it difficult to answer the urgent call of Drumheller mine owners for skilled workmen of all types. Since the lifting of the "freeze" about 575 men have been placed in the Edmonton area, with resultant increase in production.

Hard Rock Mining—The Winnipeg office reports that most of the clearance orders for mine workers call for qualified miners and machine runners to balance the heavy quota of untrained men already on their payrolls, and workers with a few months' experience can be placed immediately. Orders in the Kenora area are confined to experienced underground workers and surface labour is needed only by smaller development operations. The steady flow of ex-servicemen seeking reinstatement is meeting all requirements at Flin Flon for the time being.

Manufacturing—The reduction of the live-stock run at most Prairie centres has led to lay-offs from the packing plants. Flour mills are well manned and in some cases farmers are being released to make way for veterans. Weather conditions are good for the annual ice harvesting and no difficulty is foreseen in meeting calls for labourers for this seasonal work. There is, however, a shortage of experienced tongmen at Edmonton.

Reinstatements are still meeting all the labour requirements of the Port Arthur pulp and paper mills. The local shipyards are continuing the lay-off of their employees.

General factory workers are still needed at Winnipeg and in Saskatoon there is a persistent call for skilled workmen, especially in the sash and door factories. Winnipeg cloak manufacturers are recalling employees temporarily laid off some time ago, and several factories are now ready for full-scale production. Although these companies are willing to train beginners, they have raised the standard for applicants

and are reluctant to accept persons unlikely to remain permanently.

Construction—Adverse weather conditions, together with the current shortage of building materials, is seriously retarding construction in some parts of the region. As a result of the scarcity of supplies, numerous lay-offs have occurred in the Port Arthur area, where there is no employment open to welders, electricians, millwrights, machinists or truck drivers. Men from Port Arthur and Winnipeg are filling orders for finishing carpenters and labourers to work on the new pulp and paper mill at Marathon.

The shutdown of the City of Winnipeg Hydro-Electric Commission's Slave Falls extension project, to reopen at the end of March, has resulted in the release of bricklayers, carpenters and labourers. In Regina, the number of men working on Wartime Housing projects has been reduced from 150 to 20.

Ex-Servicemen—Local offices report that the percentage of placements is somewhat higher for the latter half of the month, in spite of the fact that most of the vacancies listed necessitate the acceptance of work away from home. Some applicants have obtained temporary employment for the holiday season. Throughout the region there has been little difficulty in placing discharged servicemen.

Pacific Region

Woods Operations—Logging camps on the Pacific Coast and in the interior have closed for the Christmas holidays. While some camps will re-open about January 15, a number of the larger ones will not begin operations until March 1. Present indications are that expansion will be governed by the supply of skilled woodsmen available.

During the early part of the month weather conditions hampered operations in some localities, particularly in the Courtenay and Fernie areas. At the present time there are sufficient local applicants to fill extensive orders, which are expected to increase after the holiday season.

Sawmills—Most of the mills in the Coast area shut down for the holidays and the semi-annual overhauling. Some plants will re-open immediately after the new year, while others will remain closed indefinitely. The length of the shutdown will be affected by the shortage of logs, resulting partly from the non-delivery of log booms from up the coast, due to bad towing weather.

New Westminster, the largest sawmilling centre, reports that while some local mills could absorb more workers immediately, companies are awaiting the return of servicemen

to see how many will take advantage of their reinstatement privileges. Any current labour turnover can be handled locally and there is no call for outside labour. At least three of the saw and shingle mills in the district have closed for holidays and repairs.

Sawmills on Vancouver Island which have closed for holidays and plant overhauling are expected to be operating again full-time by February 1. Many men from the logging camps are being used in operations in Duncan, and the supply of labour appears sufficient to meet requirements.

Coal Mining—The demand for experienced miners has not yet been satisfied but some progress is being made. Companies are accepting inexperienced workers; this has entailed much additional work as these men have to be supervised and trained before they can be classified as underground workers.

The shrinkage of the working face of all underground operations has only recently begun to offset efforts to supply the collieries with normal crews. Henceforth, the rate of referrals to the mines will be governed by the speed with which underground deterioration of old workings can be overcome. This condition is attributable to the lack of sufficient manpower through the war years, and operators now are endeavoring to bring development up to date.

Hard Rock Mining—In the base metal and gold mining fields, as in the collieries, the shrinkage of working faces necessitates extensive development work. The urgent demand for skilled miners and timbermen remains unsatisfied; this type of labour is not available and a shortened training period or apprenticeship may have to be instituted in order to break this bottleneck.

The recent rise in the price of silver has aroused a dormant industry. The reopening of silver properties in British Columbia will mean the absorption of some unemployed mine workers in the near future.

Manufacturing—Vancouver shipyards are still reducing their staffs and, if no new contracts are placed, it is likely that many more workers will be released when orders on hand

have been completed. Work at the Prince Rupert yard is steadily declining, with a consequent gradual reduction of staff over the last six weeks.

Of the 100 workers taken on temporarily at the Yarrow's Yard in Victoria recently, 60 were ex-servicemen. While the work is not permanent, recent statements of the company hold out hope that further repair and overhaul jobs will materialize shortly. Some ex-servicemen are also being placed in the R.C.N. Dockyard. The Victoria office reports numerous enquiries from ex-employees of local shipyards anxious to return to their former homes in other parts of Canada. Such a movement would definitely ease the local employment and housing situation.

Canneries in the Penticton and Westminster areas have finished operations for this season and large lay-offs from fruit packing plants have been completed.

Although the total of unREFERRED applicants in the New Westminster district has increased noticeably, the situation does not as yet present any great difficulty. Some firms in this area have changed over from wartime to peacetime production, and many are employing more skilled workers than before the war, especially those engaged in the manufacture of building materials and supplies.

Construction—Although much new construction is planned in British Columbia, lack of supplies (chiefly finishing materials) is retarding the employment of more men at present. The few labour shortages are confined to highly skilled finishing carpenters, bricklayers, and similar tradesmen.

A fair demand for highway labour is developing and should weather conditions continue favourable, a number of workers will be needed, particularly for work on the Hope-Princeton highway.

Ex-Servicemen—The increase in general unemployment in the province makes it more difficult to place returning servicemen. Postal authorities throughout the region hired veterans for the Christmas rush and, although this work was only of short duration, it helped many over the holiday season.

Applications for Employment; Vacancies and Placements; November, 1945

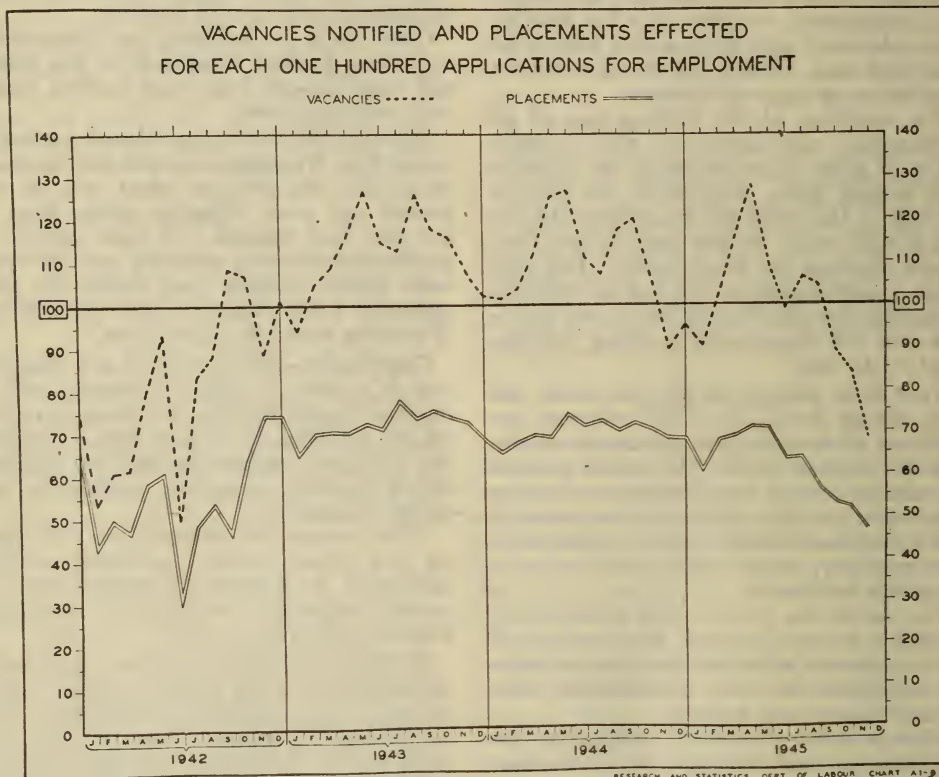
REPORTS received from the National Employment Service Offices of the Unemployment Insurance Commission during the four-week period November 2 to November 29, 1945, showed a decrease of 6.9 per cent in business transacted when compared with the preceding five weeks, September 28 to November 1, 1945, and a loss of 27.5 per cent

in comparison with the four-week period November 3 to November 30, 1944, this computation being based on the average number of placements recorded daily. Under the first comparison, forestry and logging and trade showed moderate gains and mining and finance insurance slight increases but all other industrial divisions recorded declines, the most

pronounced being in manufacturing and construction. When compared with the four weeks ending November 30, 1944, a fairly substantial gain was recorded in construction and minor increases in mining, agriculture and fishing, hunting and trapping but the other industrial groups showed losses, the most pronounced being in manufacturing, forestry and logging, trade and services.

The accompanying chart shows the trend of employment since January, 1942, as represented by the ratios of vacancies notified and of placements effected for each 100 applications for work registered at Employment Service Offices throughout Canada. It will be seen

The average number of vacancies reported daily by employers to the offices of the Commission throughout Canada during the period under review was 6,897 compared with 8,189 during the preceding five-week period and 8,547 in the period November 3 to November 30, 1944. The average number of applications for employment received daily by the offices during the four weeks ending November 29, 1945, was 10,083 in comparison with 9,754 in the previous five weeks and 9,554 in the four weeks ending November 30, a year ago. The average number of placements made daily by the offices during the four weeks November 2 to November 29, 1945, was 4,725 of which



from the graph that the trends of the curves of vacancies and placements in relation to applications took downward courses, the ratio of vacancies to each one hundred applications being 68.4 during the four weeks ending November 29, 1945, in contrast with 83.9 during the preceding five weeks and 89.4 during the four weeks November 3 to November 30, 1944. The ratio of placements to each one hundred applications was 52.0 as compared with 52.0 in the previous period and 68.2 in the four-week period ending November 30, a year ago.

4,548 were in regular employment and 177 in work of one week's duration or less, as compared with a total daily average of 5,076 during the previous five weeks. Placements in the four weeks ending November 30, 1944, averaged 6,518 daily, consisting of 6,376 placements in regular and 142 in casual employment.

During the period November 2 to November 29, 1945, the offices of the Commission referred 148,667 persons to vacancies and effected a total of 113,390 placements. Of these the placements in regular employment were 109,155 of which 90,513 were of males and 18,642 of

females, while casual placements totalled 4,235. The number of vacancies reported by employers was 124,966 for males and 40,570 for females, a total of 165,536, and applications for work totalled 241,984, of which 192,574 were from males and 49,410 from females. Reports for the five weeks September 28 to November 1, 1945, showed 237,505 positions available, 282,877 applications made and 147,197 placements effected, while from November 3 to November 30, 1944, there were recorded 205,131 vacancies, 229,290 applications made and 156,438 placements in regular and casual employment.

The following table gives the placements effected by employment offices, each year, from January, 1935, to date:—

Year	PLACEMENTS		
	Regular	Casual	Totals
1935.....	226,345	127,457	353,802
1936.....	217,931	113,519	331,450
1937.....	275,300	114,236	389,536
1938.....	256,134	126,161	382,295
1939.....	242,962	141,920	384,882
1940.....	320,090	155,016	475,106
1941.....	316,168	191,595	507,763
1942.....	809,983	85,638	895,621
1943.....	1,890,408	53,618	1,944,026
1944.....	1,693,119	46,798	1,739,917
1945 (48 weeks).....	1,378,962	44,072	1,423,034

Nova Scotia and Prince Edward Island

During the four weeks ending November 29, 1945, the daily average of positions offered through National Employment Service Offices in Nova Scotia and Prince Edward Island was 267, compared with 311 in the previous period and 289 during the four weeks November 3 to November 30, 1944. The average number of placements effected daily was 192 in comparison with 213 in the preceding five weeks, and 219 during the period terminating November 30, a year ago. A fairly large decrease in manufacturing, and a moderate decline in trade accounted for the reduction in the daily average of placements from the corresponding period a year ago. A moderate improvement was noted in construction and a somewhat smaller advance in logging, while the changes in the remaining groups were small. Placements by industrial divisions numbered: manufacturing 1,261; services 967; construction 347; trade 755; public utilities operation 319; forestry and logging 243 and mining 138. There were 3,428 men and 964 women placed in regular employment.

New Brunswick

Employment opportunities as indicated by orders received at Employment Offices in New Brunswick during the period under

review, called for a daily average of 242 workers compared with 317 in the previous five weeks and 251 in the corresponding period a year ago. The average number of placements effected daily was 148 the same as in the previous period and 211 in the four weeks ending November 30, 1944. A fairly large decrease in forestry and logging together with moderate losses in manufacturing and trade were responsible for the decline in placements from the four weeks ending November 30, a year ago. A slight increase was noted in public utilities operation and mining while changes in all other groups were small. Placements by industries included: manufacturing 710; services 633; trade 593; public utilities operation 551; construction 549; forestry and logging 368 and mining 117. Regular placements numbered 2,859 of men and 609 of women.

Quebec

Positions offered through Employment Offices in the Province of Quebec during the four weeks terminating November 29, 1945, averaged 1,787 daily compared with 2,150 in the preceding five weeks and 2,691 during the corresponding period a year ago. Placements showed a daily average of 896 in comparison with 990 in the previous period, and 1,016 during the four weeks ending November 30, 1944. A marked decrease in logging and manufacturing supplemented by substantial losses in services and trade, and a moderate decline in public utilities operation and finance and insurance were responsible for the reduction in placements from the same period a year ago. Moderate gains were reported in mining and construction. Industrial divisions in which most of the placements were effected were: forestry and logging 5,917; manufacturing 5,713; construction 3,851; services 2,253; trade 1,503; public utilities operation 1,095 and mining 972. There were 18,407 men and 3,016 women placed in regular employment.

Ontario

There was a decrease in the average number of positions available daily at Employment Offices in Ontario during the period ending November 29, there being 2,900 in comparison with 3,499 in the previous period and 3,468 during the four weeks terminating November 30, 1944. Placements decreased under both comparisons, the daily average being 2,107 during the period under review in contrast with 2,322 in the preceding five weeks and 2,551 during November, 1944. The reduction in placements from the corresponding period a year ago was chiefly attributable to a marked decrease in manufacturing, substan-

REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS
NOVEMBER 2 TO NOVEMBER 29, 1945

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Prince Edward Island	526	244	1,107	674	398	106	949
Charlottetown.....	226	213	561	330	176	12	686
Summerside.....	300	31	546	344	222	94	263
Nova Scotia	5,872	3,282	8,104	5,368	3,994	103	7,409
Amherst.....	137	28	472	150	127		731
Bridgewater.....	43	44	131	32	26		103
Dartmouth.....	77	37	102	59	54		70
Digby.....	71	141	90	33	44		114
Glace Bay.....	169	244	423	215	153		523
Halifax.....	2,293	1,447	2,985	2,411	1,478	10	1,619
Inverness.....	26	6	59	32	25		52
Kentville.....	336	238	257	134	171		168
Liverpool.....	181	104	293	111	139		335
New Glasgow.....	693	121	925	705	581	60	1,254
New Waterford.....	562	292	198	86	78		183
North Sydney.....	119	30	214	110	111		160
Pictou.....	123	18	288	137	108	7	421
Springhill.....	29	10	66	19	12		66
Sydney.....	483	114	766	577	460	26	794
Sydney Mines.....	64	13	142	60	72		226
Truro.....	297	233	411	331	238		269
Yarmouth-Shellburne.....	169	162	282	166	117		321
New Brunswick	5,802	4,515	6,965	4,694	3,468	84	4,589
Bathurst.....	148	783	263	104	73	10	249
Campbellton.....	436	431	463	183	101	38	329
Edmundston.....	597	242	237	200	187		75
Fredericton.....	291	210	294	248	167		182
Minto.....	256	222	282	264	267		56
Moncton.....	1,744	1,249	2,127	1,566	982	20	1,547
Newcastle.....	36	26	187	40	48		257
Saint John.....	1,692	648	2,593	1,714	1,342	16	1,637
St. Stephen.....	209	339	207	199	135		86
Sussex.....	170	92	129	92	82		52
Woodstock.....	223	273	183	84	84		119
Quebec	42,884	39,755	74,587	30,141	21,423	78	65,102
Acton Vale.....	28	108	64	47	44		44
Asbestos.....	162	80	150	134	126		84
Baie St. Paul.....	353	300	255	177	172	1	143
Beauharnois.....	110	47	188	109	110	1	282
Buckingham.....	205	385	327	144	87		378
Campbell's Bay.....	117	86	35	15	12		24
Causapsal.....	645	655	47	5	68		78
Chandler.....	19	705	68	8	7		106
Chicoutimi.....	511	3,291	1,035	449	413	1	929
Coaticook.....	1,842	140	1,858	1,855	1,829		68
Cowansville.....	110	82	103	81	78		33
Dolbeau.....	2,241	1,583	163	111	115		58
Drummondville.....	449	616	810	607	461		696
East Angus.....	193	90	295	156	88		161
Farnham.....	63	72	79	41	38		48
Granby.....	444	323	662	226	195		313
Hull.....	737	608	1,217	682	606		702
Joliette.....	676	832	1,092	680	455		791
Jonquiere.....	211	133	651	182	106		1,006
Lachute.....	167	76	521	189	141		167
La Malbaie.....	402	469	169	58	29		255
La Tuque.....	2,438	1,941	222	121	96		212
Levis.....	313	133	1,906	315	269		2,570
Louiseville.....	109	23	283	106	110		212
Magog.....	202	66	267	321	170		178
Matane.....	1,315	1,071	436	354	340		98
Megantic.....	492	119	463	417	390		107
Mont Laurier.....	649	478	217	213	295		37
Montmagny.....	259	47	605	259	266		333
Montmorency.....	52	2	295	48	43		469
Montreal.....	13,415	13,093	37,615	10,176	4,745	17	32,697
Plessisville.....	92	58	95	54	41		68
Port Alfred.....	295	187	412	259	76		240
Quebec.....	2,882	1,692	6,834	1,948	1,280	3	10,046
Richmond.....	76	48	157	84	66		43
Rimouski.....	830	1,037	1,956	1,148	1,743		431
Riviere du Loup.....	638	566	217	18	8		313
Roberval.....	156	3,252	225	195	181		63
Rouyn.....	733	1,238	944	1,261	482		590
Ste. Agathe.....	224	238	182	160	125		62
Ste. Anne de Bellevue.....	88	28	246	89	82		135
Ste. Therese.....	443	296	548	401	324		294
St. Georges de Beauce.....	201	64	354	193	200		148

REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS
 NOVEMBER 2 TO NOVEMBER 29, 1945—Continued

Office	Vacancies		Applicants				
	Reported during period	Unfilled during period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Quebec—Concluded—							
St. Hyacinthe.....	315	193	547	354	247	1	373
St. Jean.....	614	314	1,231	631	402		292
St. Jerome.....	384	141	497	270	251	2	355
St. Joseph d'Alma.....	256	474	331	227	221		230
Shawinigan Falls.....	287	105	603	259	192		1,355
Sherbrooke.....	731	373	1,305	730	507	49	762
Sorel.....	390	83	902	360	336		2,001
Thetford Mines.....	239	63	537	310	264		278
Three Rivers.....	1,103	494	1,671	774	666	3	2,625
Val d'Or.....	1,464	577	1,411	1,197	1,062		209
Valleyfield.....	591	381	908	615	496		740
Victoriaville.....	323	199	376	318	267		170
Ontario.....	69,600	32,484	87,172	63,464	49,379	1,200	60,251
Arnprior.....	366	281	205	188	165	1	33
Barrie.....	311	114	687	287	305		252
Belleville.....	492	226	576	579	379		337
Bracebridge.....	162	220	245	181	179		93
Brampton.....	260	173	305	206	195		228
Brantford.....	1,134	565	1,353	1,379	1,023	21	520
Brockville.....	243	58	403	313	249		154
Carleton Place.....	71	18	78	71	68		33
Chatham.....	744	331	735	867	511	12	596
Cobourg.....	126	33	173	137	127		33
Collingwood.....	81	55	205	75	70		312
Cornwall.....	608	105	1,167	708	470	31	697
Dunnville.....	64	28	133	67	57		46
Fergus.....	68	42	144	108	80		21
Fort Erie.....	102	12	241	101	119		417
Fort Frances.....	852	793	425	352	559		81
Fort William.....	1,220	456	1,483	1,102	1,244	2	1,806
Galt.....	682	506	641	550	397		147
Gananoque.....	77	11	118	78	73		64
Goderich.....	110	68	194	115	101		77
Guelph.....	939	530	865	935	725		181
Hamilton.....	2,999	1,715	6,473	3,324	1,580	111	3,998
Hawkesbury.....	107	38	256	108	80	1	177
Ingersoll.....	107	70	164	143	111		50
Kapuskasing.....	737	320	88	85	100		16
Kenora.....	100	287	180	146	241		97
Kingston.....	941	318	1,124	1,400	753		441
Kirkland Lake.....	914	704	1,851	863	669	11	453
Kitchener-Waterloo.....	2,030	1,094	1,723	1,814	1,412	1	226
Leamington.....	446	55	450	272	270		370
Lindsay.....	138	33	232	170	162	5	170
Listowel.....	158	71	173	152	118		40
London.....	3,164	1,142	3,192	3,123	1,787	268	1,237
Midland.....	231	110	299	251	215		177
Napanee.....	89	47	115	82	82		68
Newmarket.....	114	71	190	98	93		129
New Toronto.....	1,621	434	1,537	1,055	948		721
Niagara Falls.....	652	230	758	669	440	4	506
North Bay.....	979	667	1,032	636	832	25	182
Orangeville.....	80	35	132	106	71		38
Orillia.....	378	129	452	342	294		462
Oshawa.....	938	358	3,291	1,051	895		4,961
Ottawa.....	4,784	1,596	5,714	3,938	3,277	2	2,237
Owen Sound.....	340	205	497	408	284	2	241
Paris.....	59	94	70	62	46		30
Parry Sound.....	89	49	217	81	62		174
Pembroke.....	872	889	908	692	748		337
Perth.....	138	142	291	212	162	10	80
Peterborough.....	846	487	895	912	676		452
Picton.....	79	14	137	73	76		55
Port Arthur.....	2,239	1,685	1,787	1,401	1,426		1,369
Port Colborne.....	183	44	361	173	124		260
Port Hope.....	145	37	138	143	106		19
Prescott.....	136	43	218	148	135		86
Renfrew.....	113	88	131	124	85		115
St. Catharines.....	999	204	1,461	937	780		1,842
St. Thomas.....	871	294	738	768	617	15	284
Sarnia.....	489	128	836	486	456		474
Sault Ste. Marie.....	726	179	903	694	705		660
Simcoe.....	663	108	726	681	610	8	80
Smiths Falls.....	240	105	276	272	226		73
Stratford.....	500	151	612	616	373	63	228
Sturgeon Falls.....	151	114	133	121	93		71
Sudbury.....	2,183	760	2,350	1,576	1,521	33	1,375
Tillsonburg.....	102	89	258	258	201		19
Timmins.....	1,464	1,369	1,762	1,596	1,317	24	1,017

REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS
NOVEMBER 2 TO NOVEMBER 29, 1945—Concluded

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Ontario—Concluded							
Toronto.....	19,989	9,173	20,239	16,754	12,745	245	13,800
Toronto Junction.....	2,030	784	2,267	1,967	1,583	16	1,921
Trenton.....	292	187	323	307	226		188
Walkerton.....	278	115	328	219	185		178
Wallaceburg.....	62	6	280	86	77		348
Welland.....	524	151	954	556	441		701
Weston.....	608	146	646	567	526		454
Windsor.....	1,447	317	6,235	1,841	1,055	289	10,312
Woodstock.....	324	178	388	446	186		124
Manitoba—	8,649	3,612	13,948	10,045	5,675	1,086	9,703
Brandon.....	365	290	738	510	336		517
Dauphin.....	276	173	525	229	174		375
Flin Flon.....	283	173	170	163	117	8	39
Portage la Prairie.....	95	80	321	134	89	2	271
Selkirk.....	81	39	105	80	71		63
The Pas.....	147	169	163	85	45	3	119
Winnipeg.....	7,402	2,688	11,926	8,844	4,843	1,073	8,319
Saskatchewan	4,701	2,069	9,071	6,196	3,262	336	4,513
Estevan.....	162	85	211	192	141		84
Moose Jaw.....	488	152	939	781	422	2	698
North Battleford.....	122	97	271	153	92		190
Prince Albert.....	820	492	1,097	680	505		336
Regina.....	1,640	574	2,872	2,638	1,239	245	1,299
Saskatoon.....	950	331	2,834	1,168	562	77	1,445
Swift Current.....	97	41	187	158	93		106
Weyburn.....	179	112	125	92	73		36
Yorkton.....	243	185	535	334	135	12	319
Alberta	8,540	3,572	12,354	9,424	6,836	545	6,738
Black Diamond.....	60	8	77	58	52		49
Blairmore.....	133	44	147	121	184		44
Calgary.....	2,353	889	4,071	2,647	1,740	282	2,962
Drumheller.....	262	243	261	228	188		108
Edmonton.....	4,286	1,385	6,123	5,040	3,604	238	2,538
Edson.....	429	357	243	243	288		81
Lethbridge.....	402	207	765	569	344	18	465
Medicine Hat.....	327	93	443	362	264	7	305
Red Deer.....	288	346	224	156	172		186
British Columbia	18,962	7,249	28,676	18,661	14,720	697	21,102
Chilliwack.....	356	91	354	306	376		123
Courtenay.....	198	316	202	125	163		200
Cranbrook.....	225	111	243	230	220		68
Dawson Creek.....	163	91	164	152	157		30
Duncan.....	430	160	270	249	385		97
Fernie.....	122	75	53	47	125		16
Kamloops.....	470	129	361	316	375		102
Kelowna.....	298	74	332	345	306	1	110
Nanaimo.....	259	141	411	314	234		431
Nelson.....	236	186	341	230	208		275
New Westminster.....	1,115	400	1,781	1,125	945	9	1,600
North Vancouver.....	309	94	583	284	237		759
Penticton.....	248	79	309	261	240	5	96
Port Alberni.....	685	148	336	271	511		174
Prince George.....	733	183	667	702	758	9	108
Prince Rupert.....	253	125	404	223	212		179
Princeton.....	124	43	105	94	134		43
Trail.....	246	108	336	229	184	1	255
Vancouver.....	9,760	3,853	18,189	10,742	7,068	508	13,957
Vernon.....	269	88	382	231	219		269
Victoria.....	2,347	602	2,749	2,111	1,602	163	2,144
Whitehorse.....	116	62	104	74	61	1	66
Canada	165,536	96,782	241,984	148,667	109,155	4,235	180,356
Males.....	124,966	69,494	192,574	113,937	90,513	1,612	142,242
Females.....	40,570	27,288	49,410	34,730	18,642	2,623	38,114

tial declines in trade and logging and a moderate loss in services. These reductions were somewhat modified by a substantial increase in construction and small improvements in all other groups. Placements by industrial divisions included: manufacturing 19,333; services 8,525; construction 6,729; trade 6,058; public utilities operation 3,998; logging 3,753; mining 1,092 and finance and insurance 858. Placements in regular employment numbered 41,283 of men and 8,096 of women.

Manitoba

Orders listed at Employment Offices in Manitoba during the period terminating November 29, 1945, called for a daily average of 360 workers compared with 364 in the previous five weeks, and 406 during November a year ago. The average number of placements effected daily was 282 in comparison with 268 in the preceding period and 335 in the four weeks ending November 30, 1944. Except for a moderate gain in construction and slight advances in logging, agriculture and fishing, all industrial groups showed reductions in the daily average of placements when compared with the corresponding period a year ago, the largest decrease being losses in manufacturing, trade and services. Industrial divisions in which most of the placements were effected were: manufacturing 1,896; trade 1,551; services 1,479; construction 736; public utilities operation 649; logging 170 and mining 125. There were 3,929 men and 1,746 women placed in regular employment.

Saskatchewan

Opportunities for employment in Saskatchewan during the period under review numbered 195 daily compared with 214 in the previous five weeks and 217 during the four weeks terminating November 30, 1944. The average number of placements effected daily was 150 in comparison with 162 in the preceding period and 190 during the corresponding four weeks a year ago. Reduction in placements from the period terminating November 30, 1944, were noted in trade, services and manufacturing and a gain in construction, all of which were moderate in volume. Other changes were of minor importance only. Placements by industrial divisions numbered: services 967; trade 796; manufacturing 674;

construction 375; public utilities operation 373; logging 157 and agriculture 151. Regular placements numbered 2,465 of men and 797 of women.

Alberta

The demand for workers on a daily average as indicated by orders listed at Employment Offices in Alberta during the four weeks ending November 29, 1945, was 356 in contrast with 416 in the five weeks terminating November 1, and 420 during November a year ago. There was a daily average of 308 placements in comparison with 286 in the preceding period and 341 during the four weeks ending November 30, 1944. When comparing placements, by industrial divisions, with November, a year ago, moderate declines were noted in trade, manufacturing, and services but these were offset in part by somewhat smaller increases in agriculture, logging and construction. There were nominal changes only in all other groups. Placements by industrial groups included: manufacturing 1,602; services 1,544; logging 937; trade 873; construction 710; mining 688; public utilities operation 658 and agriculture 294. There were 5,634 men and 1,202 women placed in regular employment.

British Columbia

Orders received at Employment Offices in the Province of British Columbia during the four weeks ending November 29, 1945, called for a daily average of 790 workers in contrast with 919 in the previous five weeks and 805 during the corresponding period a year ago. The average number of placements effected daily was 642 in the period under review, in contrast with 687 during the five weeks ending November 1, and 655 during November, 1944. A substantial decline in manufacturing and moderate losses in services and trade were responsible for the decline in placements from the period ending November 30, a year ago. These were offset in part by a fairly large increase in construction and moderate gains in logging, mining, and public utilities operation, while advances in all other groups were small. Industrial divisions in which most of the placements were effected were: manufacturing 3,529; services 2,632; logging 2,483; trade 2,009; construction 1,984; public utilities operation 1,765 and mining 744. Regular placements numbered 12,508 of men and 2,212 of women.

Labour Law

Legal Decisions Affecting Labour

Damages Awarded in British Columbia for Wrongful Expulsion from Union

DISPUTES within a local of the Boilermakers' and Iron Shipbuilders' Union of Canada have come before the British Columbia Courts on several occasions in the last year or two. On November 4, 1944, the British Columbia Supreme Court awarded damages of \$1,000 to a former member of Local I of the union who had been expelled illegally from the union and who had not sought employment as a non-union man pending his action for reinstatement.

The action was, in the first place, one for an injunction restraining the union from acting on the expulsion and for damages. As the defendant's counsel admitted that the plaintiff's expulsion was illegal under the rules of the union and that he was entitled to a restraining order, the Court so found and the case resolved itself into a question of assessment of damages only.

[It might be interpolated here that in England a member or former member of a voluntary association may not be entitled to damages from the association even where the expulsion was wrongful. The question appears to turn on whether the member was expelled by a committee of the association or by the association itself (1915 *Kelly v. National Society of Operative Printers*, 317 L.T.R. 632, 633, 113 L.T. 1055.)

The plaintiff was a welder employed since 1942 by a company under an agreement with the union whereby only members of the union could be employed unless the union was unable to supply the necessary labour. When the company was notified by the union that the plaintiff had been "suspended" from membership, it dismissed him. The plaintiff reported to National Selective Service but did not secure a separation card from the company entitling him to seek other employment, and did not look for a job. He instituted proceedings against the union on February 26 but on June 21, while the action was still pending, he was reinstated by the union.

In the opinion of the Court, the sole question was "the question of damages that the plaintiff was entitled to recover as a result

of the wrongful act of the defendant union." As the plaintiff had been earning \$100 a month after payment of income tax, and was out of employment from December 3, 1943, until June 21, 1944, general damages were fixed at \$1,000.

Counsel for defendant argued that as the plaintiff had not taken steps to obtain employment and thereby mitigate the damages, he was entitled only to nominal damages. The plaintiff's reply was that as a union man, wrongfully expelled from his union, he should not be expected to take a non-union job pending his reinstatement or the termination of the action. No cases on this point were cited by either counsel and the Court concluded that it was unreasonable to expect the plaintiff to seek employment as a non-union man. The Court continued:

I pointed out during the trial that Unions, and particularly those Unions operating under a closed shop agreement had a great responsibility to their members, as the depriving of a Union member of his membership in a Union might be really depriving him of his means of livelihood...

I think with good reason that he might have been seriously prejudiced had he not stood upon his rights to be reinstated as a member of the Union, and refuse during such period to seek employment as a non-Union man.

I was satisfied on considering the whole evidence that the plaintiff had just reason to fear future serious repercussions if he so acted. I am impressed with the words of Younger L.J. in the case of *Braithwaite v. Amalgamated Soc. of Carpenters* (1921), 91 L.J. Ch. 55 at p. 68: "The preliminary contention which each of the two trade unions concerned in these actions here put forward—namely, that the union is entitled to have withdrawn altogether from the cognizance and jurisdiction of any Court of justice the determination of the question whether there is any warrant at all under its rules for the expulsion of the plaintiff members from its ranks—is one so wide reaching in its effect as to invest these proceedings with an importance to all trade unionists that can hardly be exaggerated. Expulsion from their unions of convicted trade unionists, as both these plaintiffs are said to be, is in these days of nationally organized labour no light thing. Mr. Stevenson, a representative of one of the unions concerned, described at an interview before action what such expulsion involved to a man in the position of the plaintiffs: 'Naturally he would become a non-unionist, and other members of our association will not work with non-unionists.'

That is the position.' In other words, he would be in danger of becoming what Lord Moulton in another connection once described as 'an odd lot' in the labour world. It is hardly too much to say that to such men as the plaintiffs expulsion from the union is little less than a sentence of industrial death...

If on the trial of the action it is found that the Union wrongfully and illegally suspended and expelled a member from membership the Union must be responsible for damages flowing from its wrongful and illegal act, namely, in the preventing such person from obtaining employment as a Union member. *Kuzych v. Stewart et al* (1944) 4 Dominion Law Reports 775.

Victoria Workmen Lose Appeal in Voting Time Cases

The decision of Magistrate Hall of Victoria, B.C., dismissing a charge laid by the Crown against Falconer Marine Industries Limited for unlawfully refusing "to grant an elector in its employ at least two additional hours for voting, as provided for in Section 47 of the Dominion Elections Act" (L.G. 1945, p. 1533), was affirmed in the County Court of Victoria on November 9, 1945.

Judge Shandley, considering himself bound to construe the Act so as to make it available for carrying out the object of Parliament, stated that the words "at least two hours" meant that "if an employee has no time of his own, other than noon hour, for voting, his employer shall allow him a reasonable period of time (and if necessary as much as two hours) to do so, without deduction of pay". Since the appellant finished work at 4.30 and on polling day (June 11, 1945) was allowed to go at 4 p.m. without loss of pay for the half-hour, his employers had complied with the statute.

A similar appeal, with the Victoria Machinery Depot Company Limited as respondent, was also dismissed with costs. *Noble and Falconer Marine Industries Limited; Thordarson and Victoria Machinery Depot Company Limited*, Victoria County Court, November 9, 1945.

Ontario Appeal Court Dismisses Action Against Department Manager for Damages for Benzol Poisoning

The Ontario Court of Appeal on October 16 affirmed a judgment of Mr. Justice Roach dismissing an action for damages for negligence against the manager of the leather-products division of Durable Waterproofs, Limited. (L.G. June, 1945, p. 920). The plaintiff had suffered from benzol poisoning after applying to handbags cement which, unknown to her, contained benzol. The Workmen's Compensation Board had paid her medical expenses and

compensation for loss of earnings between November 23, 1942 and April 19, 1943.

The trial judge held that, under the Workmen's Compensation Act, the plaintiff, since she had elected to claim compensation, had no right of action against the defendant and that only the Workmen's Compensation Board was entitled to bring such an action. Moreover, the defendant was not considered negligent since he was ignorant of the dangerous nature of the cement, and it was not on the defendant but on the employer that the Factory, Shop and Office Building Act imposed certain duties.

The members of the Court of Appeal arrived at the same conclusion by somewhat different reasoning. Chief Justice Robertson and Mr. Justice McRuer agreed with the trial judge that the plaintiff had failed to establish negligence at common law on the part of the defendant. As regards the argument of the appellant that the respondent (defendant) was an "employer" within the meaning of the Factory, Shop and Office Building Act and had not carried out the obligations imposed on him by that Act which would have protected the appellant, these members of the Court were in agreement that the respondent did not come within the definition of "employer".

"Employer" in the factory law means.

any person who in his own behalf, or as the manager, superintendent, overseer or agent, has charge of any factory..... and employs persons therein.

The "employer" was required to ventilate the factory so as to render harmless as far as possible any fumes or gases. The trial judge's holding was maintained that the respondent was not the one who employed the workpeople and that he had not charge of the factory in the sense that he was required by the Act to provide proper ventilation.

The Chief Justice, who expressed the opinion that the plaintiff had suffered substantial injury and that the amounts allowed her under the Workmen's Compensation Act were not full compensation for her loss and injuries, considered that since the appellant's case, based on the factory law, depended upon establishing that the respondent was an "employer", it was unnecessary that the action should be kept alive in order that the Workmen's Compensation Board might be asked to determine whether the appellant had any right of action against the respondent.

Concerning the contention that the regulations under section 55 of the Factory, Shop and Office Building Act required the respondent to take special precautions where benzol was used, Mr. Justice McRuer considered that, although there appeared to be no doubt that the Durable Company was required to take

certain precautions, it could not be said that these were duties devolving on the respondent. He continued:

If civil consequences flowed from S.55 and the regulations, they were imposed on the Durable Company, and not on employees in the respondent's position. This view was fortified by an examination of the penal sections, which recognized the primary responsibility of the person who kept the factory, but at the same time provided for punishing the individual employee who might be actually at fault. His Lordship could not read into these sections an implication that a senior employee was to be rendered civilly liable for the failure of one under him to observe the provisions of the statute.

Holding that the appellant, whatever rights she might have, had not made out a cause of action against the respondent, he considered it unnecessary to deal with the question as to whether the Court should stay proceedings until the parties had applied to the Workmen's Compensation Board for a ruling as to whether the plaintiff's right of action had been taken away by the Workmen's Compensation Act.

Mr. Justice Laidlaw, on the other hand, directed his attention only to the issue raised by the respondent's plea that the plaintiff had no status to maintain her action because she had applied for and received compensation from the Workmen's Compensation Board. He considered it unnecessary and undesirable to express any opinion on the many other questions argued before the Court. He agreed with the contention that the Workmen's Compensation Board had sole jurisdiction to determine whether the action was one the right to which had been taken away by the Workmen's Compensation Act. Following the decision of the Supreme Court of Canada in *Dominion Cannery, Ltd., v. Costanza et al* (1923) S.C.R. 46, Mr. Justice Laidlaw would have directed that proceedings should be stayed to permit of an application to the Board for its decision on this point. *Siebel v. Vereschack* (1945) Ontario Reports 748.

Supreme Court Upholds Quebec Court in Refusing Injunction Against Wartime Labour Relations Board

On November 31, 1944, the Supreme Court of Canada dismissed with costs an appeal by six employees of La Traverse de Levis Ltée against a judgment of the Quebec Court of King's Bench (L.G., 1945 p. 1536) affirming a decision of the Quebec Superior Court. The latter refused an application for an injunction to restrain the Wartime Labour Relations Board of Canada from taking a ballot among the employees of the company to determine the bargaining agent. *Demers et al v. Wartime Labour Relations Board et al.*

U.S. Court Upholds Illinois Law that Unincorporated Union Cannot be Sued

The U.S. Circuit Court of Appeals, Seventh Circuit, by a two to one decision on November 28, 1945, ruled that under the "decisional law" of Illinois an unincorporated union cannot be sued. The action was one for damages for alleged libel brought by the Pullman Standard Car Manufacturing Company against a Local of the United Steelworkers of America and its officers. The lower court had dismissed the charges against both the union and its officers. The Circuit Court, affirming the judgment as to the union, unanimously found the individual defendants guilty.

The local union's newspaper had charged the Pullman Company with "falsifying its profits to the public and also falsifying to the workers, all in the name of Patriotism". The Court held that this statement was libellous.

The capacity to sue or be sued is determined by the law of the State, according to the Rules of Civil Procedure for District Courts of the United States, except that an unincorporated association may sue or be sued in its common name for the purpose of enforcing for or against it a substantive right existing under the Constitution or laws of the United States. Since no federal right was involved in this case, the majority opinion was that it was governed by the common law of Illinois which has not been changed in this respect by statute and that the common law on this point had been set out in recent decisions of the Illinois Appellate Court. The latter had found that an unincorporated association could not be sued. The plaintiff's contention that the National Labour Relations Act, and the certification of the union under it, had changed the common law of Illinois regarding the suability of unincorporated labour unions was rejected by two members of the Court. As one judge stated:

The rule thus proclaimed by the courts of Illinois must be accepted by this court regardless of whether we agree or disagree, and also regardless of any status which the union may assume by reason of federal legislation.

To think otherwise means that Congress by recognizing the legal entity of a union for the purpose of federal legislation may deprive a State of the right to determine who may be sued in its Courts. I think it doubtful if Congress could do this by direct legislation, but whether so or not, it should not be held to have done so by an indirect route.

The third judge, dissenting, expressed his opinion thus:

Under the National Labour Relations Act, the local union here involved has been certified as an exclusive bargaining agent. It has voluntarily availed itself of that

status through the consent of its membership. It makes leases and contracts in its association name and it is required to be dealt with as a juristic personality and entity entirely separate and apart from its members. . . . To say that either Congress or the Labour Union intended that the employer could not likewise seek relief in a court of law against the same entity for fraudulently accomplishing the purposes of

the Act would be to attribute to them a characteristic which, to say the least, would not be charitable. . . . In my judgment, the local here involved, operating as it is under present Federal and State laws, is not a naked unincorporated association as that term was originally understood. *Pullman Standard Car Manufacturing Co. v. Local Union 2928 of United Steelworkers of America*, 17 Labour Relations Reporter 484.

Woodworking Machinery Regulations in Great Britain

THE Woodworking Machinery Regulations made in 1922 and amended in 1927 under the Factory and Workshop Act, 1901, have been amended by the Woodworking (Amendment of Scope) Special Regulations, 1945, made on September 28 under the Factories Act, 1937. The principal object of the Special Regulations is to bring the main regulations into line with the 1937 Act. Thus, the Regulations will now also apply to the sites of certain building operations and works of engineering construction not covered by the 1901 Act, and to which apply provisions of the 1937 Act concerning special regulations for the health and safety of workers.

The principal Regulations stipulate that no person may work at a woodworking machine unless he has been sufficiently trained or is under the adequate supervision of a person thoroughly familiar with the working of the machine. A machine in motion must have sufficient clear and unobstructed space around it, and the floor must be in a good and level condition, free from chips and not slippery. The Regulations also call for provision of efficient stopping and starting appliances for woodworking machines.

Lighting, whether natural or artificial, must be adequate, and, where it is artificial, must not impinge directly on the eyes of the operator. No woodworking machine may be operated in any underground room certified to be unsuitable in any respect by the Chief

Inspector of Factories, and wherever practicable, the temperature in any part of a room where a machine is being operated must be at least 50 degrees.

A circular saw below the bench table must be fenced with two metal plates, with a riving knife behind and in a direct line with the saw, a guard covering the top and a suitable pushstick for use at the bench of the saw. A plain band saw must be guarded so that the blade, except the portion between the bench table and the top guide, is enclosed, and both sides of the bottom pulley and the front of the top pulley must be encased with sheet metal.

No planing machine not mechanically fed may be used for overhand planing unless it is fitted with a cylindrical cutter block. When used for overhand planing, the machine must have a "bridge" guard capable of covering completely the cutting slot in the bench. The feed roller of a planing machine used for thickening, except a combination machine, must also have an efficient guard.

Cutters of spindle moulding machines must be guarded and where this is impracticable, the wood being moulded must be held in a jig or holder so constructed as to reduce as far as possible the risk of accident. A "spike" or pushstick must also be available. The cutters of the chain of a chain mortising machine must be enclosed as much as practicable.

Strikes and Lockouts

Strikes and Lockouts in Canada During December, 1945

DURING December, 1945, strike activity in Canada declined as compared with the previous month. There were 11 fewer strikes on record and the number of workers involved and the time loss in man-working days fell sharply. Preliminary figures show 13 strikes in existence during December, 1945, involving 19,619 workers, with a time loss of 261,619 days, as compared with 24 strikes in November, 1945, with 31,010 workers involved and a time loss of 441,938 days. In December, 1944,

there were 11 strikes, involving 2,312 workers, with a time loss of 12,526 days.

Preliminary figures for 1945 show 182 strikes, involving 90,509 workers, with a time loss of 1,478,311 man-days, as compared with 199 strikes in 1944, in which 75,290 workers were involved and a time loss of 490,139 days was caused.

The strike of motor vehicle factory workers at Windsor, Ont., and resulting sympathetic strikes at Windsor, all of which were term-

STRIKES AND LOCKOUTS IN CANADA, JANUARY-DECEMBER, 1944-1945

Date	Number of strikes and lockouts		Number of workers involved		Time loss in man-working days
	Com-mencing during month	In existence	Com-mencing during month	In existence	
1945					
*January.....	16†	16	5,435†	5,435	32,142
*February.....	16	17	4,962	4,988	6,821
*March.....	20	21	4,640	4,670	8,563
*April.....	9	9	4,363	4,363	25,169
*May.....	9	9	3,035	3,035	6,340
*June.....	12	12	2,773	2,773	4,688
*July.....	26	28	11,647	11,884	45,273
*August.....	20	31	7,494	13,159	41,297
*September.....	15	17	19,535	19,754	185,251
*October.....	11	16	3,091	22,257	419,210
*November.....	21	24	20,880	31,010	441,938
*December.....	7	13	2,654	19,619	261,619
*Cumulative totals.....	182	.....	90,509	.....	1,478,311
1944					
January.....	26†	26	8,140†	8,140	23,658
February.....	18	20	8,737	8,782	39,888
March.....	11	14	1,612	1,669	2,834
April.....	12	12	14,384	14,384	115,994
May.....	24	25	9,481	22,827	126,386
June.....	22	23	5,840	5,980	9,528
July.....	22	23	9,229	9,571	26,023
August.....	22	26	9,086	12,585	120,283
September.....	9	9	1,024	1,024	800
October.....	14	14	4,260	4,260	7,139
November.....	10	12	1,380	1,662	5,050
December.....	9	11	2,117	2,312	12,526
Cumulative totals.....	199	.....	75,290	.....	490,139

* Preliminary figures.

† Strikes un-terminated at the end of the previous year are included in these totals.

The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and the figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

inated in December, accounted for a large part of the time loss during the month. They were responsible for more than 82 per cent of the workers involved in all strikes and more than 91 per cent of the time loss.

Of the 13 strikes recorded for December, 1945, two were settled in favour of the employers, two were compromise settlements and six were indefinite in result, work being resumed pending final settlement. At the end of the month three strikes were recorded as

unterminated, namely: bakery workers and drivers, Toronto, Ont., compositors, Winnipeg, Man., and shingle mill workers at New Westminster, B.C.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes as to which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated.

STRIKES AND LOCKOUTS IN CANADA DURING DECEMBER, 1945*

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars†
	Establishments	Workers		

Strikes and Lockouts in Progress Prior to December, 1945

MANUFACTURING—				
<i>Vegetable Foods—</i>				
Bakery workers and drivers, Toronto, Ont.	1	558	10,800	Commenced November 25; for a union agreement, providing for union shop, check-off, etc.; unterninated.
<i>Printing and Publishing—</i>				
Compositors, etc., Winnipeg, Man.	2	120	2,500	Commenced November 8; for a new agreement providing for increased wages and other conditions; unterninated.
<i>Miscellaneous Wood Products—</i>				
Shingle mill workers, New Westminster, B.C.	1	60	1,250	Commenced November 28; for a union agreement providing for increased wages, etc.; unterninated.
<i>Metal Products—</i>				
Motor vehicle factory workers, Windsor, Ont.	3	10,000	225,000	Commenced September 12; for a new agreement providing for union shop, check-off, grievance procedure, etc.; terminated December 29; conciliation, federal, and reference to arbitration; indefinite.
Automotive parts factory workers, Windsor, Ont.	19	6,127	13,500	Commenced November 5; in sympathy with strike of motor vehicle factory workers, September 12; terminated December 3; return of workers; in favour of employers.
<i>Miscellaneous Products—</i>				
Optical lens factory workers, Toronto, Ont.	1	100	750	Commenced November 6; for a union agreement; terminated December 11; negotiations and reference to arbitration; indefinite.

Strikes and Lockouts in Progress During December, 1945

MANUFACTURING—				
<i>Fur and Leather Products—</i>				
Tannery workers, Penetanguishene, Ont.	1	68	153	Commenced December 7; because two returned soldiers were allegedly not directed to proper jobs; terminated December 10; return of workers; in favour of employer.
Tannery workers, Kitchener, Ont.	1	63	378	Commenced December 10; against ½ day lay-off of 5 workers and for settlement of various grievances; terminated December 15; conciliation, provincial; compromise.
<i>Textiles, Clothing, etc.—</i>				
Textile factory workers, Montreal, P.Q.	3	2,349	7,000	Commenced December 4; protesting Finding and Direction of RWLB‡ re wage and task adjustments and against dismissal of 7 workers allegedly for union activity; terminated December 8; conciliation, provincial, and return of workers pending investigation; indefinite.
<i>Miscellaneous Wood Products—</i>				
Furniture factory workers, Victoriaville, P.Q.	1	(a) 54	65	Commenced December 6; against dismissal of a union worker when staff reduced; terminated December 7; conciliation, provincial, and reference to arbitration; indefinite.

STRIKES AND LOCKOUTS IN CANADA DURING DECEMBER, 1945*—Concluded

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars†
	Establishments	Workers		
Strikes and Lockouts in Progress During December 1945—Concluded				
MANUFACTURING—Con. Non-Metallic Minerals, Chemicals, etc.— Chemical plant workers, Moose Jaw, Sask.	1	37	74	Commenced December 17; protesting lay-off of workers during installation of new machinery; terminated December 18; conciliation, provincial; compromise.
TRANSPORTATION AND PUBLIC UTILITIES— <i>Telegraphs and Telephones—</i> Telephone operators, Chicoutimi, P.Q.	1	22	88	Commenced December 11; interpretation of Finding and Direction of RWLB and NWLB‡ <i>re</i> "normal work week" in applying wage increases; terminated December 14; conciliation, federal, and further reference to NWLB; indefinite.
<i>Miscellaneous—</i> Cold storage plant workers, Winnipeg, Man.	1	61	61	Commenced December 28; for increased wages and reduced hours; terminated December 29; return of workers pending decision of RWLB; indefinite.

* Preliminary data based where possible on direct reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

† In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

‡ RWLB—Regional War Labour Board; NWLB—National War Labour Board.

(a) 70 indirectly affected.

Strikes and Lockouts in Great Britain and Other Countries

THE latest available information as to strikes and lockouts in various countries is given in the Labour Gazette from month to month, bringing down to date that given in the March, 1945, issue in the review "Strikes and Lockouts in Canada and Other Countries". The latter includes a table summarizing the principal statistics as to strikes and lockouts since 1919 in the various countries for which such figures are available but many countries are no longer reporting due to unsettled conditions. Statistics given in the annual review and in this article are taken as far as possible from the government publications of the various countries concerned.

Great Britain and Northern Ireland

The British Ministry of Labour Gazette publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in October, 1945, was 229, and 18 were still in progress from the previous month, making a total of 247 during the month. There were 92,300 workers involved and a time loss of 1,108,000 working days was caused.

Of the 229 stoppages which began during October, 27 arose out of demands for advances in wages, 63 over other wage questions, nine on questions as to working hours, 40 on questions respecting the employment of particular classes or persons, 77 on other questions respecting working arrangements, ten over questions of trade union principle and three were in support of workers involved in other strikes.

Australia

Preliminary figures for the first quarter of 1945 show 253 work stoppages. The number of workers involved, both directly and indirectly, was 63,347, and the time loss was 274,725 man-days.

United States

Preliminary figures for November, 1945, show 335 strikes and lockouts beginning in the month, in which 405,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 6,100,000 man-days. Corresponding figures for October, 1945, are 455 strikes and lockouts, involving 560,000 workers, with a time loss of 7,800,000 man-days.

Prices

Prices, Retail and Wholesale, in Canada, December, 1945

Cost of Living, Prices of Staple Articles, and Index Numbers, as Reported by the Dominion Bureau of Statistics

THERE was a further fractional gain in living costs in Canada between November 1 and December 1, 1945, the Dominion Bureau of Statistics composite index rising 0.2 points to 120.1 during that period. Food prices supported by increases in citrus fruits, fresh vegetables and butter averaged 0.3 points higher at 134.3, while fuel and light at 107.1 and home furnishings and services at 119.5 were up 0.5 and 0.1 points respectively. Other groups continued unchanged, rentals at 112.3, clothing at 122.5 and miscellaneous items at 109.6.

On the base August 1939=100 bi-monthly cost-of-living indexes for eight regional cities registered moderate gains between October 1 and December 1, 1945. Support came mainly from higher food prices though at Toronto fuel and light averaged higher, while in Halifax and Vancouver clothing was firmer. In the home furnishings and services group, fractionally firmer prices were recorded at

some centres while in others declines occurred. A cost-of-living increase of 0.8 points to 118.7 for Vancouver was the highest registered, followed next by a gain of 0.5 to 117.6 for Edmonton. Three cities, Montreal at 122.6, Toronto at 118.1 and Saskatoon at 120.7 were each up 0.4 over October, while indexes for the remaining three cities, Halifax at 119.6, Saint John at 119.7 and Winnipeg at 117.0 each recorded a gain of 0.2.

Retail Prices

The accompanying table on retail prices of staple foods, coal and rentals (Table IV) is prepared each month by the Dominion Bureau of Statistics. It shows the prices of these commodities in 64 cities across Canada at the date under review.

The prices of the staple food items included in the table are all used in the calcu-

(Con. on page 111)

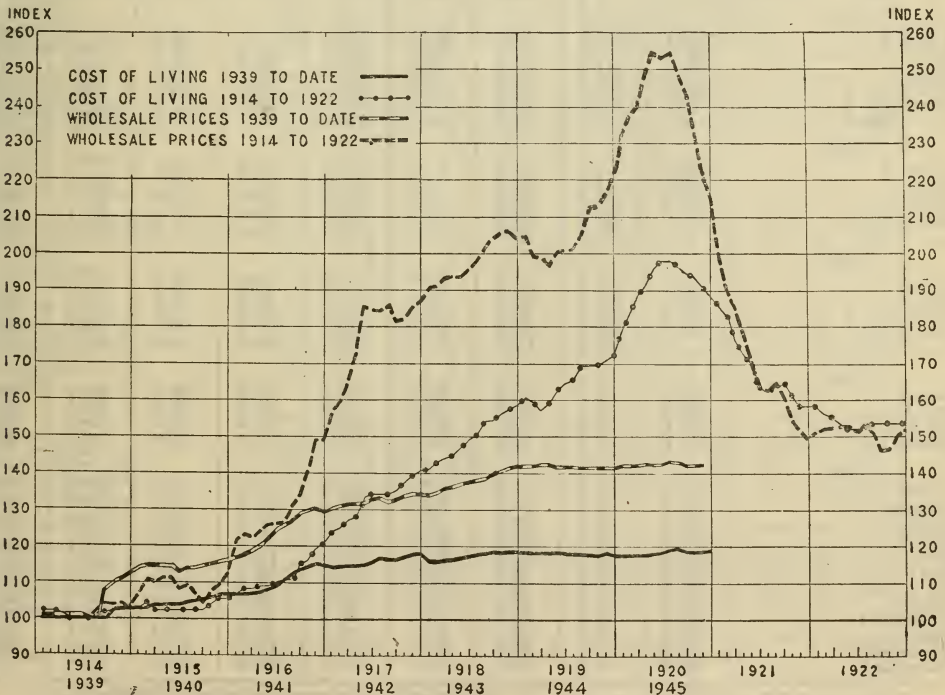


TABLE 1—DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING
IN CANADA

Prices as at the Beginning of each Month

	Adjusted to base 100.0 for August 1939	On base of average prices in 1935-39 as 100*							
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	Retail Index Prices (Commodities only)†
1913.....		79.7	88.3	74.3	76.9	88.0		70.3	
1914.....		80.0	91.9	72.1	75.4	88.9		70.3	
1915.....		81.6	92.7	69.9	73.8	96.8		70.9	
1916.....		88.3	103.3	70.6	75.4	110.8		74.5	
1917.....		104.5	133.3	83.8	83.8	130.3		81.5	
1918.....		118.3	152.8	80.2	92.2	152.3		91.4	
1919.....		130.0	163.3	87.6	100.7	175.1		101.2	
1920.....		150.5	188.1	100.2	119.9	213.1		110.3	
1921.....		132.5	143.9	109.1	127.6	123.4		112.5	
1922.....		121.3	121.9	113.7	122.2	147.0		112.5	
1926.....		121.8	133.3	115.9	116.8	139.1		106.1	
1927.....		119.9	130.8	114.5	114.4	135.6		105.1	
1928.....		120.5	131.5	117.3	113.2	133.5		104.8	
1929.....		121.7	134.7	119.7	112.6	134.8		105.0	
1934.....		95.6	92.7	93.2	102.1	97.1	97.8		
1935.....		96.2	94.6	94.0	109.9	97.6	95.4	98.7	95.9
1936.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1	98.1
1937.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1	102.0
1938.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2	102.8
1939									
August 1.....	100.0	100.8	99.3	103.8	99.0	100.1	100.9	101.3	100.0
September 1.....	100.0	100.8	99.4	103.8	98.9	99.6	100.8	101.3	100.0
October 2.....	102.7	103.5	106.3	104.4	104.4	99.6	101.0	101.7	103.3
December 1.....	103.9	130.8	104.7	104.4	105.4	103.3	104.1	102.0	104.3
Year.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1940									
January 2.....	103.0	103.8	104.5	104.4	105.5	103.3	104.3	101.8	104.2
April 1.....	103.8	104.6	104.8	104.4	105.9	107.8	106.1	101.8	105.5
July 2.....	104.8	105.6	105.3	106.9	107.9	109.1	106.9	102.6	106.4
October 1.....	106.2	107.0	106.1	107.7	108.0	113.5	109.7	102.8	108.4
Year.....		105.6	105.6	106.3	107.1	109.2	107.2	102.3	106.6
1941									
January 2.....	107.4	108.3	109.7	107.7	108.6	113.7	110.8	103.1	110.4
April 1.....	107.7	108.6	110.1	107.7	108.9	114.3	111.7	102.9	110.7
July 2.....	111.0	111.9	116.6	107.7	110.5	115.1	113.0	105.6	114.9
October 1.....	114.6	115.5	123.2	111.2	112.1	119.6	117.3	106.5	120.1
December 1.....	114.9	115.8	123.8	111.2	112.7	119.9	117.9	106.7	120.6
Year.....		111.7	116.1	109.4	110.3	116.1	113.8	105.1	114.9
1942									
January 2.....	114.5	115.4	122.3	111.2	112.9	119.9	118.0	106.8	119.9
April 1.....	115.0	115.9	123.7	111.2	112.9	119.8	118.1	107.1	120.6
July 2.....	117.0	117.9	130.3	111.3	112.5	120.0	117.9	107.1	123.9
October 1.....	116.9	117.8	129.8	111.3	112.8	120.1	117.8	107.1	123.7
Year.....		117.0	127.2	111.3	112.8	120.0	117.9	107.1	122.4
1943									
January 2.....	116.2	117.1	127.3	111.3	112.8	120.2	117.8	107.5	122.5
April 1.....	116.7	117.6	128.7	111.3	112.7	120.2	117.8	107.7	123.2
July 2.....	117.9	118.8	131.8	111.5	113.4	120.5	117.8	108.2	125.1
October 1.....	118.4	119.3	132.9	111.9	113.3	121.1	118.2	108.3	125.8
Year.....		118.4	130.7	111.5	112.9	120.5	118.0	108.0	124.5
1944									
January 3.....	118.1	119.0	131.5	111.9	112.7	121.1	118.4	108.9	125.3
April 1.....	118.2	119.1	131.5	111.9	113.0	121.4	118.4	109.0	125.4
July 3.....	118.1	119.0	132.0	111.9	108.9	121.5	118.3	109.0	125.6
October 2.....	117.7	118.6	130.8	112.0	108.7	121.6	118.4	108.9	124.9
1945									
January 2.....	117.7	118.6	130.2	112.0	109.1	121.8	118.3	109.2	124.6
February 1.....	117.7	118.6	130.6	112.0	107.4	121.7	118.4	109.2	124.8
March 1.....	117.8	118.7	131.0	112.0	107.3	121.7	118.5	109.2	125.0
April 2.....	117.8	118.7	131.0	112.0	106.7	121.8	118.5	109.2	125.1
May 1.....	118.1	119.0	131.7	112.1	106.6	122.0	118.9	109.4	125.5
June 1.....	118.7	119.6	133.4	112.1	106.6	122.1	118.9	109.4	126.4
July 3.....	119.3	120.3	135.6	112.1	106.5	122.2	119.2	109.4	127.6
August 1.....	119.5	120.5	136.2	112.1	106.5	122.1	119.3	109.5	127.8
September 1.....	118.9	119.9	134.2	112.1	106.7	122.2	119.4	109.5	126.9
October 1.....	118.8	119.7	133.3	112.3	106.7	122.4	119.4	109.6	128.5
November 1.....	118.9	119.9	134.0	112.3	106.6	122.5	119.4	109.6	128.8
December 1.....	119.1	120.1	134.3	112.3	107.1	122.5	119.5	109.6	127.0

* For the period 1913 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100.

† Commodities in the cost-of-living index excluding rents and services.

lation of the index of the food group in the official cost-of-living index, and give a reasonably complete picture of prices throughout Canada as used in the calculation of the index of this particular group. They are the averages of prices of goods reported to the Bureau by independent stores. They do not include prices from chain stores. As the movement

of chain store prices agrees closely with the movement of independent store prices it was considered that the extra work and cost involved in compiling and printing a separate table for chain store prices was not warranted although chain store prices are used in the calculation of the index.

(Con. on page 116)

TABLE II.—DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF DECEMBER 1945

(Base: August 1939=100)

	Total	Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
Halifax.....	119.6	141.9	105.7	107.3	120.0	115.8	109.8
Saint John.....	119.7	133.8	107.8	114.2	122.9	117.0	110.0
Montreal.....	122.6	141.9	108.8	109.7	124.7	120.1	107.7
Toronto.....	118.1	131.3	111.1	113.5	119.7	115.3	109.8
Winnipeg.....	117.0	132.5	104.7	109.0	119.9	116.9	108.1
Saskatoon.....	120.7	137.9	113.2	110.4	120.9	120.0	107.9
Edmonton.....	117.6	137.0	100.0	103.6	124.3	117.3	109.1
Vancouver.....	118.7	136.8	100.2	114.2	126.4	115.7	108.8

TABLE III.—DOMINION AVERAGE RETAIL PRICE RELATIVES FOR STAPLE FOODS, AUGUST, 1939—NOVEMBER, 1945, WITH DOMINION AVERAGES OF ACTUAL RETAIL PRICES FOR DECEMBER, 1945

Commodities*	Per	Price Dec. 1945											
		Aug. 1939	Dec. 1941	May 1944	Aug. 1944	Nov. 1944	Feb. 1945	May 1945	Aug. 1945	Oct. 1945	Nov. 1945	Dec. 1945	
Beef, sirloin steak.....	lb.	100.0	120.7	143.0	154.1	154.1	153.8	154.1	154.8	154.8	154.8	154.8	43.2
Beef, round steak.....	lb.	100.0	125.7	154.4	166.7	166.7	166.7	167.1	167.9	167.9	167.9	167.9	39.8
Beef, rib roast.....	lb.	100.0	125.5	173.5	173.0	172.2	173.0	173.9	174.3	174.3	174.3	174.3	40.1
Beef, shoulder.....	lb.	100.0	132.7	179.9	161.6	161.6	161.0	161.0	161.6	162.3	162.3	162.3	25.8
Beef, stewing.....	lb.	100.0	136.7	180.2	168.3	169.0	168.3	168.3	168.3	168.3	168.3	168.3	21.2
Veal, forequarter.....	lb.	100.0	139.3	173.4	174.0	174.0	174.6	173.4	174.0	174.6	174.6	174.0	29.4
Lamb, leg roast.....	lb.	100.0	109.9	143.3	155.3	148.2	148.9	150.4	164.4	153.9	153.2	152.8	43.4
Pork, fresh loins.....	lb.	100.0	125.3	138.8	139.2	140.8	141.5	142.3	143.8	143.3	143.8	143.8	37.4
Pork, fresh shoulder.....	lb.	100.0	127.0	146.4	146.4	143.9	142.3	142.3	143.4	142.9	142.9	143.4	28.1
Bacon, side, med. sliced.....	lb.	100.0	132.3	140.3	140.0	140.6	140.9	141.2	141.5	142.2	142.2	142.5	46.3
Lard, pure.....	lb.	100.0	151.3	153.5	150.9	152.6	155.3	157.0	157.9	158.8	159.6	159.6	18.2
Shortening, Vegetable.....	lb.	100.0	134.7	137.5	137.5	136.8	136.8	136.8	137.5	137.5	137.5	137.5	19.8
Eggs, grade "A" fresh.....	doz.	100.0	156.4	135.5	141.4	171.1	141.4	137.2	155.3	173.7	180.9	180.9	55.1
Milk.....	qt.	100.0	111.0	95.4	95.4	95.4	95.4	95.4	95.4	95.4	95.4	95.4	10.4
Butter, creamery, prints.....	lb.	100.0	140.5	145.8	143.2	145.8	146.2	145.4	144.3	144.7	146.9	148.0	40.4
Cheese, Canadian, mild.....	lb.	100.0	174.6	164.9	163.5	164.4	164.4	163.9	164.4	164.9	164.9	165.4	34.4
Bread, white.....	lb.	100.0	106.5	106.3	106.3	106.3	106.3	106.3	106.3	106.3	106.3	106.3	6.7
Flour, first grade.....	lb.	100.0	127.3	127.3	127.3	127.3	124.2	124.2	124.2	124.2	124.2	124.2	4.1
Rolled oats, bulk.....	lb.	100.0	112.0	114.0	114.0	114.0	114.0	114.0	114.0	114.0	114.0	114.0	5.7
Corn flakes, 8 oz.....	pkg.	100.0	101.1	101.1	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	9.2
Tomatoes, canned, 2½'s.....	tin	100.0	129.9	138.7	138.7	138.7	137.7	136.8	137.7	137.7	137.7	137.7	14.6
Peas, canned, 2's.....	tin	100.0	117.5	124.2	124.2	123.3	122.5	121.7	121.7	121.7	121.7	121.7	14.6
Corn, canned, 2's.....	tin	100.0	128.3	135.4	134.5	133.6	133.6	132.7	132.7	132.7	132.7	132.7	15.0
Beans, dry.....	lb.	100.0	129.4	131.4	133.3	133.3	133.3	133.3	133.3	133.3	133.3	133.3	6.8
Onions.....	lb.	100.0	108.2	177.6	146.9	116.3	112.2	106.1	142.9	128.6	126.5	126.5	6.2
Potatoes.....	15lb.	100.0	89.9	147.9	155.2	123.2	136.9	143.9	218.3	148.5	147.6	149.4	49.0
Prunes, medium.....	lb.	100.0	115.8	122.8	122.8	122.8	122.8	121.1	120.2	120.2	120.2	120.2	13.7
Raisins, seedless, bulk.....	lb.	100.0	104.0	109.3	115.2	113.2	102.0	109.3	107.9	108.6	108.6	108.6	16.4
Oranges, medium size.....	doz.	100.0	132.5	140.3	141.3	141.6	145.4	151.5	154.6	156.0	153.9	154.3	45.2
Lemons, medium size.....	doz.	100.0	111.3	135.7	143.4	144.6	143.7	141.2	147.7	147.1	147.4	148.6	48.3
Jam, strawberry, 16 oz.....	jar	100.0	111.3	114.5	114.5	114.5	115.1	115.1	115.1	115.1	115.1	115.1	18.9
Peaches, 20 oz.....	tin	100.0	101.5	108.1	†108.1	1108.1	104.1	104.1	105.1	105.6	107.1	106.1	20.9
Marmalade, orange, 16 oz.....	jar	100.0	118.3	130.3	130.3	130.3	129.6	128.9	128.9	128.9	128.9	128.9	17.5
Corn syrup, 2 lb.....	tin	100.0	138.0	155.0	156.0	155.7	155.3	158.2	158.2	157.7	157.7	157.7	27.0
Sugar, granulated.....	lb.	100.0	132.3	132.3	132.3	132.3	132.3	132.3	132.3	132.3	132.3	132.3	8.6
Sugar, yellow.....	lb.	100.0	131.3	134.9	134.9	134.9	134.9	134.9	134.9	134.9	134.9	134.9	8.5
Coffee.....	lb.	100.0	141.6	131.1	131.1	131.4	131.1	131.4	131.4	131.7	131.7	131.7	44.5
Tea, black, ½ lb.....	pkg	100.0	145.2	131.6	131.6	131.6	131.6	131.6	131.6	131.6	131.6	131.6	38.7

* Descriptions and units of sale apply to December 1945 prices.

† Nominal price.

TABLE IV—RETAIL PRICES OF STAPLE FOODS.

	Beef					Pork														
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.	Veal, boneless fronts, per lb.	Lamb, leg roast, per lb.	Fresh loins per lb.	Fresh shoulder per lb.	Bacon, side, med., sliced, per lb.	Lard, pure per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A," medium or larger, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian mild, per lb.	Bread, plain, white, per lb.	Flour, first grade per lb.	Roller oats, bulk, per lb.	Corn flakes, 8 oz. package
P. E. I.—	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1—Charlottetown.....	44.4	40.6	38.1	28.0	22.4	...	43.8	38.4	32.4	45.2	19.4	20.2	56.4	9.0	42.1	34.8	7.3	4.6	6.0	10.0
Nova Scotia—																				
2—Halifax.....	44.7	41.4	39.0	26.7	23.9	24.3	46.2	39.6	26.2	46.1	19.8	20.1	58.6	11.0	42.8	35.6	8.0	4.5	6.1	9.9
3—New Glasgow.....	45.7	43.1	42.0	26.8	23.4	...	47.1	40.4	30.6	46.5	19.5	19.9	58.1	10.0	43.3	36.4	7.3	4.8	6.1	10.0
4—Sydney.....	48.7	42.6	36.4	30.0	24.3	...	46.3	40.5	31.0	46.4	19.6	20.0	58.7	12.0	43.0	35.7	7.3	4.5	5.7	9.9
5—Truro.....	45.8	40.8	36.5	28.2	17.9	...	46.5	39.3	29.2	45.6	19.7	20.3	58.9	10.0	42.9	36.5	6.7	4.9	6.0	9.9
New Brunswick—																				
6—Fredericton.....	45.0	42.4	46.4	27.4	20.3	29.7	46.0	39.0	31.3	48.3	19.9	19.8	56.9	10.0	42.2	34.7	7.3	4.8	6.3	9.4
7—Moncton.....	45.6	41.4	40.9	27.1	21.0	...	46.6	38.8	30.1	48.3	18.8	19.8	58.0	10.0	42.1	34.9	8.0	4.5	5.9	10.0
8—Saint John.....	45.6	43.3	38.9	26.7	22.5	30.0	46.3	40.4	29.3	46.0	18.9	19.7	57.8	11.0	42.7	34.5	7.3	4.2	6.0	9.7
Quebec—																				
9—Chicoutimi.....	41.7	38.2	38.0	28.0	22.0	...	29.1	29.5	50.6	20.0	...	55.7	10.0	39.8	33.4	6.7	4.3	...	9.9	
10—Hull.....	41.2	38.9	37.1	25.3	19.5	30.3	42.7	32.4	28.7	46.6	17.8	19.4	56.5	10.0	39.5	30.5	5.3	3.8	5.5	9.3
11—Montreal.....	42.9	39.9	43.4	24.2	20.2	26.5	43.1	34.4	27.2	46.9	18.7	19.2	58.2	10.5	40.5	34.0	6.0	3.8	5.6	9.3
12—Quebec.....	42.0	38.3	41.4	24.0	19.1	30.3	41.5	33.7	26.9	44.7	19.1	19.6	56.4	10.0	40.8	34.3	5.5	3.6	5.9	9.5
13—St. Hyacinthe.....	37.1	34.9	36.4	25.3	18.5	30.6	37.0	30.2	27.0	47.5	19.3	19.4	56.8	9.0	40.1	32.6	5.3	4.1	6.0	9.8
14—St. Johns.....	...	...	42.7	27.7	...	...	42.7	37.7	30.3	47.7	18.7	19.8	56.2	9.0	40.4	32.5	5.3	4.1	...	9.7
15—Sherbrooke.....	43.6	40.3	40.6	26.0	18.3	33.7	44.7	34.5	26.6	40.5	19.1	19.7	57.0	10.0	40.0	34.6	5.3	4.2	6.0	9.8
16—Sorel.....	40.6	36.9	40.9	25.2	19.7	...	37.7	33.2	26.6	47.0	18.8	20.0	56.0	9.0	40.1	32.5	5.3	4.1	5.3	10.0
17—Thetford Mines.....	34.3	35.0	34.0	25.6	17.7	...	...	26.0	25.9	39.2	18.4	19.4	55.5	9.0	39.6	32.2	5.3	4.0	5.3	9.6
18—Three Rivers.....	40.1	36.8	36.0	24.7	20.8	...	40.7	29.3	25.7	47.0	18.0	19.8	57.0	10.0	39.7	34.5	6.0	4.0	5.5	9.6
Ontario—																				
19—Belleville.....	42.0	38.6	39.8	25.8	20.2	27.5	43.2	37.4	29.8	45.4	18.0	19.2	54.4	10.0	40.1	31.5	6.7	4.2	5.4	8.6
20—Brantford.....	43.9	40.6	40.3	25.9	19.0	30.0	44.7	38.9	27.9	46.1	18.0	19.5	55.1	10.0	40.3	34.7	6.7	4.2	5.6	9.1
21—Brockville.....	46.0	42.9	43.7	26.1	21.5	29.3	45.5	38.0	29.5	45.9	18.1	19.3	55.9	10.0	40.1	32.4	6.3	4.0	5.5	8.8
22—Chatham.....	43.3	39.7	40.7	25.6	20.6	30.4	...	37.4	32.2	46.8	17.9	19.3	51.6	10.0	39.6	35.4	5.3	4.1	5.2	8.7
23—Cornwall.....	44.9	41.0	41.3	26.3	18.0	...	45.0	37.0	27.8	46.6	18.4	19.3	54.5	10.0	39.9	30.7	6.0	3.9	5.8	9.1
24—Fort William.....	43.4	39.7	37.6	25.4	22.0	29.3	44.0	35.7	29.7	46.3	17.9	19.1	56.1	11.0	40.8	32.6	6.0	3.9	5.1	8.8
25—Galt.....	43.7	40.3	40.0	25.0	22.4	29.8	43.8	38.0	26.6	47.9	18.0	19.2	53.7	10.0	40.8	36.3	6.7	4.1	5.8	8.8
26—Guelph.....	43.6	41.0	39.4	26.5	24.2	31.3	44.1	40.4	28.9	46.3	18.3	19.2	52.6	10.0	40.9	35.5	6.0	4.1	5.7	8.8
27—Hamilton.....	44.1	40.7	41.9	25.5	22.5	29.7	44.9	40.4	29.0	48.2	18.3	19.0	55.4	11.0	41.2	37.0	6.0	4.2	5.5	8.8
28—Kingston.....	43.3	38.8	39.9	25.7	18.6	...	43.7	38.6	27.0	45.7	17.7	19.2	55.6	10.0	39.8	32.0	6.0	4.3	5.4	9.2
29—Kitchener.....	43.0	40.1	41.3	25.2	22.7	30.6	44.1	38.6	27.1	47.2	18.4	19.6	50.1	10.0	40.4	33.4	6.3	4.0	6.1	8.8
30—London.....	43.6	40.1	41.1	25.6	22.0	30.2	43.7	39.3	26.3	46.0	18.5	19.3	53.7	10.0	40.8	33.6	6.0	4.0	5.5	8.8
31—Niagara Falls.....	42.8	39.5	40.7	24.8	19.9	29.9	44.1	39.3	28.0	44.4	18.4	19.3	54.7	10.5	40.4	32.5	6.0	4.2	5.7	8.8
32—North Bay.....	43.9	40.6	42.3	25.6	19.3	...	45.3	...	...	46.3	18.6	19.4	58.4	11.0	40.6	33.3	6.7	4.2	...	9.7
33—Osbawa.....	43.4	40.9	42.2	25.3	22.1	30.6	45.0	41.1	27.6	46.5	18.1	19.4	55.3	10.0	41.0	33.8	6.0	4.0	5.5	8.9
34—Ottawa.....	44.8	41.4	43.0	26.6	22.0	30.1	45.1	36.8	28.5	49.6	18.4	19.0	57.1	10.0	40.3	31.7	6.7	3.8	5.7	8.7

COAL AND RENTALS IN CANADA, DECEMBER, 1945

Canned Vegetables																Sugar		Coal		Rent (a)	
Tomatoes, choice, 2½ s (23 oz), per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin	Beans, common, dry white, per lb.	Onions, cooking, per lb.	Potatoes, per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange per 32 oz. jar	Corn syrup, per 2 lb. tin	Granulated, per lb.	Yellow, per lb.	Coffee, medium, per lb.	Tea, black, medium per ½ lb. package	Anthracite, per ton	Bituminous, per ton		
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$	
15-1	15-4	15-7	6-6	7-0	41-6	13-7	18-0	47-8	64-4	39-2	22-8	37-9	29-2	8-6	8-1	53-4	38-0	.....	11-90	24-00-28-00(b)	1
14-5	14-6	14-8	6-9	6-1	47-9	13-8	16-5	53-2	55-3	39-4	....	36-9	29-0	8-6	8-3	49-5	38-0	.....	12-63	27-50-31-50	2
15-0	14-7	15-2	6-7	5-7	48-5	13-6	17-3	50-4	52-9	39-4	....	38-2	29-0	8-2	8-2	51-5	38-0	.....	.....	16-00-20-00	3
15-0	14-7	14-7	6-7	6-5	49-2	12-6	16-7	51-4	58-2	39-2	....	38-0	28-9	8-6	8-4	49-7	37-8	.....	7-08	18-00-22-00(b)	4
14-8	14-7	14-6	7-1	6-0	46-6	13-9	17-1	49-9	52-5	40-0	....	37-6	29-9	8-7	8-7	50-3	38-0	.....	11-75	26-50-30-50	5
14-8	15-0	15-0	6-8	6-5	44-5	14-4	17-0	45-0	57-3	39-8	....	39-0	29-3	8-5	8-3	50-0	38-0	.....	12-41	21-00-25-00(b)	6
14-8	15-0	15-0	6-8	5-9	45-2	13-7	17-4	47-8	52-8	40-2	20-5	37-7	28-3	9-0	8-8	51-1	38-0	.....	11-91	26-00-30-00(b)	7
15-0	14-7	14-8	6-8	6-2	45-5	13-8	15-9	52-9	52-5	39-8	20-8	36-1	29-0	8-5	8-3	47-8	38-0	.....	13-03	20-50-24-50(b)	8
14-5	15-3	15-0	6-9	8-0	50-6	15-3	17-7	48-5	55-0	40-0	....	39-4	28-4	8-6	8-2	52-3	39-6	18-00	.....	.....	9
13-8	14-5	14-9	7-3	6-0	50-1	13-3	17-2	39-3	47-1	36-8	....	35-7	27-5	8-3	8-1	45-4	38-9	16-75	.....	15-50-19-50	10
13-5	14-1	14-4	6-8	6-3	48-7	13-9	17-1	43-9	42-5	37-5	....	35-0	27-1	8-0	7-9	47-1	39-6	16-75	.....	23-00-27-00(b)	11
14-2	14-6	14-6	6-8	7-0	48-5	14-7	17-0	45-3	50-7	38-2	....	36-4	28-5	8-1	7-9	43-6	39-9	16-00	.....	27-50-31-50(b)	12
13-9	14-7	15-5	7-4	7-4	51-8	14-3	17-3	46-6	47-6	39-4	....	36-4	28-6	8-0	7-8	42-6	40-3	15-75	.....	16-00-20-00(b)	13
14-0	14-8	15-0	6-6	8-1	46-5	14-0	18-2	45-9	47-5	39-4	....	37-3	28-3	8-0	7-9	41-6	40-0	15-50	.....	.....	14
14-0	15-0	15-2	6-4	6-5	47-4	14-5	17-9	46-8	46-1	39-7	....	38-9	28-6	8-0	8-0	41-1	39-4	17-50	.....	20-00-24-00(b)	15
14-6	14-8	15-7	.....	7-2	53-2	15-4	17-1	44-9	52-8	41-6	19-0	37-6	29-4	7-9	7-7	47-0	39-4	16-25	.....	.....	16
14-3	14-5	15-6	6-1	7-3	51-3	14-9	16-7	48-0	48-0	39-6	....	37-9	28-6	8-0	7-5	48-0	39-4	19-00	.....	14-00-18-00(b)	17
14-5	14-4	14-5	6-8	7-5	52-6	14-9	18-9	49-4	53-3	40-6	20-0	37-6	28-7	8-5	8-0	47-5	40-3	16-00	.....	20-00-24-00(b)	18
13-0	14-2	14-8	6-1	5-7	49-1	....	16-1	43-9	47-1	37-6	19-7	33-4	26-5	8-4	8-4	43-7	39-0	16-00	.....	.....	19
14-2	14-2	14-7	6-7	5-9	51-4	13-3	16-4	48-3	46-9	36-2	....	33-4	26-4	8-4	8-3	46-3	39-3	16-00	.....	22-00-26-00	20
14-1	14-1	14-4	6-8	6-4	49-0	....	15-7	47-6	48-6	35-3	....	35-5	27-9	8-3	8-1	44-1	38-4	16-00	.....	20-00-24-00	21
14-3	14-6	14-0	5-9	5-1	50-6	....	17-4	38-3	43-6	....	....	33-7	26-3	8-6	8-5	41-5	38-1	16-00	.....	21-50-25-50	22
14-6	14-7	15-0	6-7	6-4	48-2	....	....	38-8	45-2	....	....	34-7	26-6	8-2	8-2	45-3	38-6	16-50	.....	23-00-27-00(b)	23
14-2	14-2	14-6	6-5	6-4	46-0	14-0	17-0	46-2	49-8	37-7	20-4	35-2	26-0	8-7	8-6	41-9	38-1	16-80	.....	25-50-29-50	24
14-1	14-3	14-4	6-7	6-2	49-3	....	15-7	45-3	47-3	35-7	....	32-5	25-6	8-5	8-3	44-4	39-4	16-00	.....	22-00-26-00	25
13-9	14-4	14-9	6-4	5-5	49-1	....	15-8	43-5	45-4	35-3	....	32-9	25-7	8-6	8-5	43-2	38-6	16-00	.....	22-50-26-50	26
13-6	13-8	14-3	6-4	6-1	50-5	....	15-7	46-7	48-5	35-4	....	32-9	26-0	8-1	8-1	42-8	39-2	15-50	.....	26-00-30-00	27
13-5	13-9	14-4	6-7	6-0	48-4	....	14-8	45-2	46-5	....	....	34-8	26-6	8-1	7-9	43-5	38-9	16-00	.....	29-50-33-50	28
14-3	14-2	14-9	6-7	5-4	49-8	....	15-8	41-5	48-0	36-3	....	33-1	25-8	8-6	8-5	41-4	39-4	16-00	.....	26-50-30-50	29
14-3	14-5	14-9	6-6	5-8	50-3	....	14-0	43-1	45-6	35-8	....	32-7	25-4	8-6	8-4	43-6	39-3	16-50	.....	26-50-30-50	30
13-5	13-3	14-5	6-8	5-7	49-7	....	14-2	43-7	47-3	35-8	18-7	34-4	25-4	8-6	8-6	44-5	39-5	14-63	.....	25-00-29-00	31
14-1	14-2	14-3	6-3	6-1	49-9	....	....	47-7	48-4	....	....	35-4	28-0	9-0	8-9	49-7	39-6	17-25	.....	23-00-27-00	32
13-5	13-6	14-6	7-2	5-5	49-4	....	15-8	41-6	48-9	....	....	34-2	25-5	8-6	8-3	46-6	39-4	16-00	.....	24-50-28-50	33
14-2	14-5	14-7	6-8	6-3	49-0	13-0	16-8	44-1	47-8	36-8	....	35-8	27-4	8-2	8-0	43-9	39-0	16-75	.....	31-00-35-00	34

TABLE IV—RETAIL PRICES OF STAPLE FOODS

	Beef					Veal, boneless fronts, per lb.	Lamb, leg roast, per lb.	Pork		Becon, side, med., sliced, per lb.	Lard, pure per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A", medium or large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian, mild, per lb.	Bread, plain, white, per lb.	Flour, first grade per lb.	Rolled oats, bulk, per lb.	Corn flakes, 8 oz. package
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.			Fresh loins per lb.	Fresh shoulder per lb.											
35—Owen Sound.....	42-3	39-6	39-8	26-0	22-8	.....	38-3	27-0	46-6	18-2	19-2	51-8	10-0	40-0	.....	6-0	4-1	5-4	9-4	
36—Peterborough.....	45-0	41-5	42-1	25-8	22-1	32-0	45-0	41-2	27-7	46-7	18-4	19-1	53-4	10-0	40-5	34-4	6-0	4-3	5-4	8-5
37—Port Arthur.....	42-8	39-2	38-8	24-8	22-4	29-3	41-6	37-7	28-7	48-5	17-7	18-7	56-9	11-0	40-5	34-2	6-3	4-1	5-3	9-0
38—St. Catharines.....	43-4	40-1	41-3	25-3	20-5	30-7	44-3	41-2	26-0	47-4	18-3	19-2	56-2	10-5	40-7	34-4	6-0	4-2	5-6	9-0
39—St. Thomas.....	44-1	40-5	41-3	25-4	23-0	30-0	44-5	39-7	29-0	46-0	18-7	19-6	53-6	10-0	41-3	34-1	6-0	4-2	5-9	9-3
40—Sarnia.....	43-3	40-4	41-6	27-4	22-7	.....	43-5	37-0	29-8	45-8	18-5	19-5	55-1	10-0	41-5	33-3	6-0	4-0	6-2	9-3
41—Sault Ste. Marie.....	43-4	40-0	39-0	26-5	22-1	.....	42-0	38-3	30-0	46-7	18-2	19-3	57-0	11-0	39-9	32-7	6-7	4-0	5-7	8-9
42—Stratford.....	.....	39-8	39-4	.....	.....	.....	.....	.....	.....	45-8	18-2	20-0	51-1	10-0	39-9	34-2	5-3	3-9	5-9	9-1
43—Sudbury.....	42-6	39-7	39-7	25-4	23-3	27-6	40-6	37-6	29-3	44-8	18-9	19-6	57-9	11-0	40-1	34-7	6-7	4-1	6-4	9-1
44—Timmins.....	44-4	41-3	41-6	26-1	21-4	29-7	43-0	39-0	26-3	44-7	18-9	19-7	57-5	12-0	39-8	34-5	6-7	4-3	5-4	9-4
45—Toronto.....	44-2	40-4	41-9	26-3	22-8	30-3	44-4	40-6	24-9	49-6	18-1	19-2	56-7	11-0	40-6	37-3	6-7	4-2	5-4	8-6
46—Welland.....	41-7	38-8	41-1	25-7	22-0	.....	38-9	28-2	43-9	48-3	18-3	19-5	53-9	11-0	40-6	35-9	6-7	4-2	5-1	8-8
47—Windsor.....	43-5	40-1	41-6	25-0	23-3	31-0	43-5	39-5	28-6	45-8	18-6	19-2	55-7	11-0	40-4	35-2	6-0	4-1	5-2	8-8
48—Woodstock.....	42-7	39-4	39-7	25-0	19-0	.....	37-6	26-0	44-7	48-2	18-2	19-1	52-4	10-0	40-0	32-5	6-0	3-8	5-9	8-8
Manitoba—																				
49—Brandon.....	42-8	38-4	40-2	25-0	19-8	.....	42-7	37-7	.....	46-4	16-7	20-8	54-3	10-0	38-5	34-3	7-1	3-8	5-7	8-9
50—Winnipeg.....	42-2	37-7	35-4	24-7	21-0	26-9	40-7	37-1	28-6	48-4	17-2	19-6	53-8	9-0	38-2	34-6	8-0	3-7	5-2	8-8
Saskatchewan—																				
51—Moose Jaw.....	42-8	38-0	38-4	24-0	18-6	.....	41-6	35-4	26-6	45-6	15-8	20-7	51-3	11-0	37-9	34-6	7-2	3-7	5-3	8-8
52—Prince Albert.....	38-6	35-6	35-0	23-4	17-4	.....	.....	.....	.....	43-0	16-7	20-2	51-5	10-0	38-9	34-2	6-0	4-0	.....	8-6
53—Regina.....	41-3	37-9	37-3	24-2	21-4	26-0	41-2	35-2	25-0	42-9	16-3	21-9	53-9	10-0	37-9	34-8	6-8	3-9	6-0	9-1
54—Saskatoon.....	41-3	38-0	36-3	24-9	19-6	27-4	39-5	35-1	26-8	42-9	16-4	20-0	52-3	10-0	37-7	34-8	7-2	3-7	5-5	8-9
Alberta—																				
55—Calgary.....	43-2	38-0	39-9	24-8	21-4	26-7	40-5	.....	.....	48-4	16-4	20-2	53-9	10-0	38-9	36-4	7-2	3-9	5-4	8-7
56—Drumheller.....	41-7	37-7	39-5	25-3	20-3	.....	.....	.....	.....	44-8	17-4	21-5	53-1	10-0	39-9	38-5	8-0	4-4	5-4	8-8
57—Edmonton.....	40-7	36-5	38-1	22-8	20-2	26-5	37-4	36-0	26-4	45-6	16-4	20-4	52-3	10-0	38-8	35-2	7-2	3-8	5-3	8-7
58—Lethbridge.....	41-2	37-2	37-0	24-0	17-4	25-0	40-5	36-4	27-0	44-0	16-2	21-1	52-2	10-0	38-9	35-2	8-0	3-9	.....	8-7
British Columbia—																				
59—Nanaimo.....	47-1	42-1	44-2	28-0	24-8	28-7	45-0	41-6	28-9	48-6	19-3	20-5	52-4	12-0	41-0	37-1	9-0	4-4	.....	9-4
60—New Westminster.....	45-0	40-3	41-8	25-8	23-8	29-7	42-9	39-4	27-4	48-1	18-1	20-1	51-5	10-0	40-9	35-4	8-0	4-2	6-0	9-2
61—Prince Rupert.....	44-5	41-3	43-0	26-0	23-7	28-7	44-3	.....	.....	49-8	18-4	20-9	58-4	15-0	41-5	38-0	10-0	4-9	.....	9-7
62—Trail.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	46-3	18-1	22-7	55-7	13-0	40-9	34-7	9-0	4-0	5-7	9-3
63—Vancouver.....	46-9	41-9	42-3	26-3	25-3	28-2	43-5	39-3	28-9	49-3	18-1	19-1	52-0	10-0	40-5	35-4	9-6	4-1	5-7	8-9
64—Victoria.....	45-3	41-7	43-7	26-7	23-8	31-4	44-7	40-3	29-9	46-2	18-7	20-6	52-7	11-0	40-9	35-7	9-0	4-3	6-5	9-0

(a) The basis of these figures is the record of rents collected in the 1941 census of housing. The movement since then has been determined from reports from real estate agents, the census averages being adjusted in accordance with the changes indicated by these reports.

(b) Rents marked (b) are for apartments or flats. Other rent figures are for single houses. Apartment or flat rents have been shown where this type of dwelling is more common than single houses.

COAL AND RENTALS IN CANADA, DECEMBER, 1945

Canned Vegetables			Beans, common, dry white, per lb.	Onions, cooking per lb.	Potatoes, per 15 lbs.	Prunes, medium size, per lb.	Raising seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange per 32 oz. jar	Corn syrup, per 2 lb. tin	Sugar		Coffee, medium, per lb.	Tea, black, medium per ½ lb. package	Coal		Rent (a)	
Tomatoes, choice, 2½ s (28 oz.), per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin												cts.	cts.			cts.	cts.		cts.
14-0	14-3	.....	6-5	5-5	52-2	....	15-4	47-5	46-6	....	....	34-9	25-9	8-6	8-5	48-0	39-2	16-50	.....	16-00-20-00	35
13-4	13-8	14-7	6-2	5-6	48-6	....	14-9	41-9	47-3	37-0	....	34-3	26-5	8-5	8-4	43-4	39-0	16-75	.....	24-00-28-00	36
14-1	14-5	14-3	6-3	6-3	46-6	14-6	17-1	46-7	50-0	38-1	20-9	35-9	25-4	8-5	8-4	41-3	38-1	16-80	.....	23-00-27-00	37
13-2	13-4	13-7	6-4	6-0	50-2	....	14-5	43-1	49-4	35-7	....	33-3	26-4	8-5	8-2	43-6	39-1	15-75	.....	27-00-31-00	38
14-1	14-4	14-7	6-7	6-2	50-2	....	15-3	49-1	48-3	35-0	21-0	33-9	26-2	8-7	8-6	45-2	39-7	16-00	.....	21-00-25-00	39
14-3	14-5	15-1	6-8	6-0	51-0	....	15-6	47-2	48-3	....	....	33-5	26-7	8-8	8-7	44-8	....	16-50	.....	23-00-27-50	40
14-6	14-7	14-8	5-9	5-4	51-4	13-3	14-8	40-8	47-5	37-0	19-7	34-5	26-6	8-6	8-6	41-0	39-0	17-00	.....	23-00-27-00	41
14-5	14-3	14-7	6-3	5-6	51-4	....	14-7	44-5	46-2	35-5	....	33-8	26-5	8-8	8-6	45-4	38-7	16-00	.....	21-00-25-00	42
14-3	14-5	14-8	6-3	5-7	53-3	14-0	17-5	42-6	48-3	39-0	....	34-9	28-1	8-8	8-5	45-0	38-8	17-75	.....	28-00-32-00	43
14-9	14-5	14-7	6-3	6-1	52-4	13-6	15-7	47-4	53-6	37-7	....	34-7	27-9	8-8	8-8	40-3	38-8	19-50	.....	26-50-30-50	44
13-5	13-8	14-2	6-2	5-3	49-8	13-5	16-0	43-4	45-9	36-0	....	31-9	25-5	8-2	8-0	44-6	38-6	15-50	.....	32-50-36-50	45
13-6	13-5	14-3	9-0	5-6	50-5	....	14-8	45-1	46-0	36-0	....	32-8	26-5	8-3	8-3	41-1	39-1	15-50	.....	.....	46
13-9	14-9	14-8	6-3	5-6	51-1	13-5	15-0	40-6	42-7	35-7	....	33-1	26-3	8-2	8-0	41-8	38-5	16-00	.....	25-00-29-00	47
14-4	14-1	14-4	6-3	6-0	49-7	....	15-4	38-9	45-5	36-3	....	33-7	26-3	8-6	8-6	45-6	39-1	16-00	.....	22-00-26-00	48
15-4	14-8	15-7	7-1	6-3	42-0	13-8	16-0	43-0	46-5	....	....	36-2	25-0	9-2	9-0	45-3	37-8	.....	8-37	21-00-25-00	49
15-2	15-5	16-0	7-3	5-8	41-2	12-8	16-4	44-5	42-9	39-4	22-3	36-2	24-8	9-0	8-9	37-5	37-8	.....	12-95	26-00-30-00	50
16-7	15-1	15-5	6-8	6-1	41-9	13-8	....	42-2	46-6	....	22-7	35-0	27-2	9-3	9-3	43-0	39-0	.....	10-30	22-50-26-50	51
16-3	15-7	16-4	7-4	6-8	44-4	15-0	17-4	43-6	48-0	40-5	23-1	38-3	28-6	9-9	9-6	41-2	38-0	.....	10-50	19-50-23-50	52
16-5	15-4	15-4	6-8	6-6	41-7	13-1	17-4	43-7	44-0	40-1	21-5	36-9	28-0	9-4	9-7	42-6	38-0	.....	11-50	28-50-32-50	53
17-4	16-2	16-9	7-3	6-6	42-2	14-9	17-0	46-5	49-5	....	22-2	37-0	27-4	9-7	9-8	45-0	37-8	.....	10-10	22-00-26-00	54
15-0	14-3	15-1	7-3	6-4	53-4	13-7	17-1	42-8	49-6	36-2	20-5	34-0	26-4	9-0	9-5	41-5	37-7	.....	8-25	26-00-30-00	55
17-3	15-9	16-5	7-7	6-5	49-3	13-1	17-4	40-9	50-6	40-4	22-7	35-7	28-0	9-5	9-7	43-0	38-0	.....	.....	21-00-25-00	56
15-6	14-9	15-3	7-5	6-6	49-8	14-1	17-0	48-0	44-4	38-6	21-1	33-8	25-9	9-2	9-3	43-5	37-6	.....	5-40	24-50-28-50	57
15-5	13-9	14-7	6-9	6-1	46-1	....	16-2	42-8	48-6	....	20-9	34-0	26-2	9-3	9-5	44-0	37-5	.....	4-90	22-00-26-00	58
14-9	14-7	....	8-2	6-4	52-0	10-0	15-1	40-0	38-2	37-5	20-1	31-0	25-0	8-9	8-8	40-9	38-1	.....	.....	17-00-21-00	59
14-7	14-4	15-0	7-3	6-2	48-7	11-5	15-8	42-9	40-6	36-7	20-4	33-0	24-9	8-0	8-0	36-5	38-2	.....	13-00	20-50-24-50	60
15-9	15-9	16-5	8-0	7-0	59-1	12-6	16-3	53-0	48-0	38-0	21-2	32-0	26-5	8-7	8-6	44-3	38-7	.....	13-65	20-00-24-00	61
15-0	15-3	16-3	8-4	6-4	52-2	....	17-0	45-8	49-5	36-0	21-6	34-6	27-7	8-9	8-8	39-6	37-7	.....	10-75	23-00-27-00	62
14-7	14-7	14-8	7-6	6-3	50-3	10-9	16-1	47-6	42-6	....	19-7	30-6	24-4	8-0	8-0	39-3	37-8	.....	13-00	23-50-27-50	63
14-9	14-9	14-9	7-5	6-6	53-6	13-0	16-0	43-6	43-0	36-5	20-1	31-3	24-9	8-9	8-5	43-0	38-1	.....	13-25	21-00-25-00	64

(a) The basis of these figures is the record of rents collected in the 1941 census of housing. The movement since then has been determined from reports from real estate agents, the census averages being adjusted in accordance with the changes indicated by these reports.

(b) Rents marked (b) are for apartments or flats. Other rent figures are for single houses. Apartment or flat rents have been shown where this type of dwelling is more common than single houses.

The coal and rental figures given are also used in the official cost-of-living index. Quotations are shown for anthracite coal in the provinces of Ontario and Quebec, and for bituminous coal in the rest of Canada, where this type of coal is more generally used.

Rental figures given in the table are typical of rents being paid by tenant households in each city. In some cities, flats and apartments are more numerous than single houses; in such cases rents for flats and apartments are shown while figures for other cities represent single-house rentals. In all cases figures represent rents being paid, not the rent asked for vacant dwellings. The basis of these figures is the record of rents for every tenth tenant-occupied dwelling collected in the 1941 census of housing. The movement of rents since that time has been determined from reports submitted by real estate agents. The 1941, census averages have been adjusted in accordance with the change indicated by these reports, and the printed figures show a \$4 spread centred around each city average.

Table III is designed to show the variation in the retail prices of commodities since the beginning of the war. Taking the Dominion average retail price of each of the commodities at August, 1939, as 100, the table shows the

percentage changes in prices since that date; also the actual price on the first of the current month.

The Dominion Bureau of Statistics issues an index number of retail prices of commodities included in the cost-of-living index excluding rents and services. This index is now being included in Table I.

The accompanying chart shows the trend of the cost of living and wholesale prices since the beginning of the present war compared with the trend in the period of 1914-1922.

Explanatory Note as to Cost-of-living Index

The index number of the cost of living was constructed on the basis of a survey of expenditure by 1,439 families of wage-earners and salaried workers with earnings between \$600 and \$2,800 in 1938. The average expenditure was \$1,413.90, divided as follows: food (31.3 per cent), \$443; shelter, (19.1 per cent), \$269.50; fuel and light (6.4 per cent), \$90.50; clothing (11.7 per cent), \$165.80; home-furnishings (8.9 per cent), \$125.70; miscellaneous (22.6 per cent), \$319.40.

The last-named group includes health (4.3 per cent), \$60.80; personal care (1.7 per cent), \$23.90; transportation (5.6 per cent), \$79.30; recreation (5.8 per cent), \$82.10; life insurance (5.2 per cent), \$73.30. Other expenditure not

TABLE V.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA. CALCULATED BY THE DOMINION BUREAU OF STATISTICS

1926=100

	1913	1915	1920	1922	Nov. 1926	Nov. 1929	Nov. 1933	Nov. 1940	Nov. 1941	Nov. 1942	Nov. 1943	Nov. 1944	Oct. 1945	Nov. 1945
All commodities.....	64.0	127.4	155.9	97.3	97.7	95.7	68.9	83.9	93.9	96.9	102.4	102.4	102.9	103.1
Classified according to chief component material—														
I. Vegetable Products.....	58.1	127.9	167.0	86.2	96.3	93.5	61.0	70.9	79.8	86.0	94.7	94.5	96.3	96.6
II. Animals and Their Products.....	70.9	127.1	145.1	96.0	97.9	108.4	63.5	82.1	101.8	104.8	109.7	106.7	108.9	109.8
III. Fibres, Textiles and Textile Products.....	58.2	157.1	176.5	101.7	96.5	89.8	70.9	84.0	96.7	91.9	91.9	91.7	91.8	91.8
IV. Wood, Wood Products and Paper.....	63.9	89.1	154.4	106.3	98.8	93.1	64.4	91.4	98.8	102.8	115.9	118.1	117.6	117.6
V. Iron and Its Products.....	68.9	156.9	168.4	104.6	90.3	93.4	86.1	106.2	112.8	115.8	116.0	117.1	115.1	115.1
VI. Non-Ferrous Metals and Their Products.....	98.4	141.9	135.7	97.3	97.0	96.7	66.2	77.7	77.6	79.7	79.7	79.7	79.7	79.7
VII. Non-Metallic Minerals and Their Products.....	56.8	82.3	112.2	107.0	99.4	92.8	85.1	90.8	98.1	99.3	100.5	101.8	101.1	101.4
VIII. Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	99.5	95.1	81.0	90.1	103.8	102.3	100.3	100.0	98.9	98.9
Classified according to purpose—														
I. Consumers Goods.....	62.0	102.7	136.1	96.9	97.5	94.3	73.0	84.8	96.7	96.7	97.4	97.1	98.3	98.6
Foods, Beverages and Tobacco.....	61.8	119.0	150.8	90.2	97.5	100.3	67.1	81.1	96.5	101.1	103.3	100.8	103.8	104.6
Other Consumers Goods.....	62.2	91.9	126.3	101.4	97.5	90.3	77.0	87.3	96.8	93.8	93.4	94.6	94.6	94.6
II. Producers Goods.....	67.7	133.3	164.8	98.8	97.2	95.1	64.3	78.8	85.4	89.6	98.9	99.7	99.5	99.6
Producers' Equipment.....	55.1	81.9	108.6	104.1	100.8	94.5	85.4	102.1	107.9	110.1	114.4	118.3	118.1	118.6
Producers Materials.....	69.1	139.0	171.0	98.2	96.8	95.2	62.0	76.2	82.9	87.3	97.2	97.6	97.4	97.5
Building and Construction Materials.....	67.0	100.7	144.0	108.7	97.9	98.2	80.7	98.2	112.1	116.5	126.4	127.4	122.4	122.6
Manufacturers' Materials.....	69.5	148.1	177.3	95.8	96.5	94.5	58.8	72.5	77.9	82.3	92.2	92.6	93.2	93.3
Classified according to origin—														
I. Farm—														
A. Field.....	59.2	134.7	176.4	91.2	95.9	91.1	60.8	69.4	79.0	82.5	90.5	90.1	91.3	91.6
B. Animal.....	70.1	129.0	146.0	95.9	97.7	105.2	64.6	83.4	99.0	100.8	102.3	100.9	102.4	102.6
Farm (Canadian).....	64.1	132.6	160.6	88.0	98.0	101.5	58.6	66.9	74.1	86.5	104.2	103.1	105.6	106.1
II. Marine.....	65.9	111.6	114.1	91.7	103.4	109.7	69.5	84.1	106.9	119.0	138.0	130.5	131.4	132.9
III. Forest.....	60.1	89.7	151.3	106.8	98.8	92.9	64.6	91.0	98.4	102.3	115.2	117.3	116.9	116.9
IV. Mineral.....	67.9	115.2	134.6	106.4	98.8	92.1	81.7	92.2	97.4	98.7	99.3	100.3	99.0	99.2
All raw (or partly manufactured).....	63.8	120.8	154.1	94.7	97.4	97.2	59.3	76.1	85.4	92.7	104.0	103.5	104.9	105.1
All manufactured (fully or chiefly)....	64.8	127.7	156.5	100.4	97.4	93.5	71.7	82.4	93.1	92.4	93.8	93.7	93.9	94.1

TABLE VI.—INDEX NUMBERS OF WHOLESALSALE PRICES AND COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)

Country:	Canada		United States		United Kingdom		Switzerland		South Africa		Australia		New Zealand	
	Wholesale, Dominion Bureau of Statistics	Cost of Living, Bureau of Statistics	Wholesale, Bureau of Labor Statistics	Cost of Living, Bureau of Labor Statistics	Wholesale, Board of Trade	Cost of Living, Ministry of Labour	Wholesale, Federal Labour Department	Cost of Living, Federal Labour Department	Wholesale, Census and Statistics Office	Cost of Living, and Statistics Office	Wholesale, Commonwealth Statistician	Cost of Living, Commonwealth Statistician	Wholesale, Government Statistician	Cost of Living, Government Statistician
Number of Commodities:	508	889	200	78	188	180	180	180	180	180	180	180	180	180
Base Period:	1926	1926	1935-1939	1914	1910-1900	1936-1939	1936-1939	1936-1939	1933-1900	1936-1939	1936-1939	1936-1939	1926-1930	1926-1930
	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)	(n)
1913.....	64.0	69.8	70.7	100	1125	814	100	100	1000	1000	1000	1000	1000	628
1914.....	65.5	68.1	71.8	123	1090	855	100	100	1090	1005	1005	1005	1005	676
1915.....	70.4	69.5	72.5	146	1204	855	100	100	1204	1005	1005	1005	1005	774
1916.....	84.3	85.5	77.8	146	1379	855	100	100	1379	1005	1005	1005	1005	786
1917.....	114.3	117.5	91.6	203	1583	908	204	204	1583	1047	1047	1047	1047	924
1918.....	127.4	115.6	107.5	215	1723	1054	222	222	1723	1171	1171	1171	1171	919
1919.....	134.0	126.5	123.8	248	1854	1176	224	224	1854	1267	1267	1267	1267	1010
1920.....	155.9	145.4	143.0	238	2312	1458	200	200	2312	1368	1368	1368	1368	1034
1921.....	110.0	97.6	127.7	233	2000	1458	191.2	191.2	2000	1458	1458	1458	1458	982
1922.....	97.3	120.4	119.7	233	1895	1101	181.2	181.2	1895	1101	1101	1101	1101	1012
1923.....	100.0	100.0	126.4	166	1865	1063	144.6	144.6	1865	1063	1063	1063	1063	1006
1924.....	96.4	96.7	122.6	166	1865	1063	144.6	144.6	1865	1063	1063	1063	1063	1006
1925.....	95.6	95.3	122.5	157	1865	1063	144.6	144.6	1865	1063	1063	1063	1063	1004
1926.....	86.6	86.4	119.4	157	1865	1063	144.6	144.6	1865	1063	1063	1063	1063	1004
1927.....	87.1	85.9	122.4	157	1865	1063	144.6	144.6	1865	1063	1063	1063	1063	988
1928.....	78.6	75.6	106.8	156	1774	1063	131	131	1774	1063	1063	1063	1063	981
1929.....	83.3	80.8	101.4	156	1774	1063	131	131	1774	1063	1063	1063	1063	981
1930.....	78.6	75.6	106.8	156	1774	1063	131	131	1774	1063	1063	1063	1063	981
1931.....	83.3	80.8	101.4	156	1774	1063	131	131	1774	1063	1063	1063	1063	981
1932.....	78.6	75.6	106.8	156	1774	1063	131	131	1774	1063	1063	1063	1063	981
1933.....	83.3	80.8	101.4	156	1774	1063	131	131	1774	1063	1063	1063	1063	981
1934.....	78.6	75.6	106.8	156	1774	1063	131	131	1774	1063	1063	1063	1063	981
1935.....	83.3	80.8	101.4	156	1774	1063	131	131	1774	1063	1063	1063	1063	981
1936.....	78.6	75.6	106.8	156	1774	1063	131	131	1774	1063	1063	1063	1063	981
1937.....	83.3	80.8	101.4	156	1774	1063	131	131	1774	1063	1063	1063	1063	981
1938.....	78.6	75.6	106.8	156	1774	1063	131	131	1774	1063	1063	1063	1063	981
1939.....	83.3	80.8	101.4	156	1774	1063	131	131	1774	1063	1063	1063	1063	981
1940.....	78.6	75.6	106.8	156	1774	1063	131	131	1774	1063	1063	1063	1063	981
1941.....	83.3	80.8	101.4	156	1774	1063	131	131	1774	1063	1063	1063	1063	981
1942.....	78.6	75.6	106.8	156	1774	1063	131	131	1774	1063	1063	1063	1063	981
1943.....	83.3	80.8	101.4	156	1774	1063	131	131	1774	1063	1063	1063	1063	981
1944.....	78.6	75.6	106.8	156	1774	1063	131	131	1774	1063	1063	1063	1063	981
1944—November.....	90.0	111.7	109.2	109	1865	1063	203	203	1865	1063	1063	1063	1063	1003
1944—December.....	95.7	117.0	105.1	109	1865	1063	203	203	1865	1063	1063	1063	1063	1003
1945—January.....	100.0	118.4	105.1	201	1865	1063	203	203	1865	1063	1063	1063	1063	1004
1945—February.....	102.4	118.5	104.7	201	1865	1063	203	203	1865	1063	1063	1063	1063	1004
1945—March.....	102.5	118.5	104.7	201	1865	1063	203	203	1865	1063	1063	1063	1063	1004
1945—April.....	102.5	118.5	104.7	201	1865	1063	203	203	1865	1063	1063	1063	1063	1004
1945—May.....	102.5	118.5	104.7	201	1865	1063	203	203	1865	1063	1063	1063	1063	1004
1945—June.....	102.5	118.5	104.7	201	1865	1063	203	203	1865	1063	1063	1063	1063	1004
1945—July.....	102.5	118.5	104.7	201	1865	1063	203	203	1865	1063	1063	1063	1063	1004
1945—August.....	102.5	118.5	104.7	201	1865	1063	203	203	1865	1063	1063	1063	1063	1004
1945—September.....	102.5	118.5	104.7	201	1865	1063	203	203	1865	1063	1063	1063	1063	1004
1945—October.....	102.5	118.5	104.7	201	1865	1063	203	203	1865	1063	1063	1063	1063	1004
1945—November.....	102.5	118.5	104.7	201	1865	1063	203	203	1865	1063	1063	1063	1063	1004
1945—December.....	102.5	118.5	104.7	201	1865	1063	203	203	1865	1063	1063	1063	1063	1004

(a) First of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New wartime price series on base December 1942=1000, computed quarterly beginning March, 1943. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Revised.

directly represented in the index brought the total family living expenditure to \$1,453.80.

A description of the cost-of-living index, how it is calculated, and the complete list of items included in each of the principal groups, food, fuel, rent, clothing, home furnishings, etc., with their weight, was published in the *LABOUR GAZETTE* for July, 1943, page 1057.

The control of prices under an Order in Council of November 1, 1941, P.C. 8527, became effective on December 1, 1941 (L.G., 1941, page 1371). The order provided that no person should sell any goods or supply services at prices higher than during the period September 15 to October 11, 1941, except under the regulations of the Wartime Prices and Trade Board. The activities of the Board in the operation of the price control policy are summarized from time to time in the *LABOUR GAZETTE* under the title *Price Control in Canada*.

Wholesale Prices, November, 1945

Advances in animal and vegetable products and non-metallic minerals in November in-

creased the general wholesale commodity price index 0.2 points to 103.1. The animal product index rose 0.9 points to 109.8, due to higher quotations for steers, calves, lambs, butter, cheese, eggs and codfish which outweighed a minor recession in hogs. A gain of 0.3 to 96.6 for vegetable products reflected strength in potatoes, onions and lemons. Oranges and hay were lower in this section. In the non-metallic group, a gain of 0.3 to 101.4 was supported by higher quotations for imported bituminous coal and brick which overbalanced weakness in sulphur. Other groups continued unchanged, fibres, textiles and textile products at 91.8, wood, wood products and paper at 117.6, iron and its products at 115.1, non-ferrous metals at 79.7 and chemicals and allied products at 98.9.

Canadian farm product prices rose a further 0.5 to 106.1 in November. Animal products advanced 0.7 to 125.5 in the same interval due to firmer quotations for live stock and eggs. Stronger prices for potatoes, onions and rye in the vegetable products group outweighed a minor decline in hay to increase the index 0.4 to 94.5.

Conference of British Columbia Unions, Trades and Labour Congress

DELEGATES representing 82 affiliates of the Trades and Labour Congress of Canada drawn from as many local unions in British Columbia convened in a two-day conference late in the autumn. Over 200 resolutions dealing with social and economic subjects of interest and importance to the workers of the province were brought before the meeting. The Provincial Executive was authorized to place the decisions arrived at, before the appropriate Provincial and Federal authorities, or other bodies covered by the resolutions.

Hours of Work

Several resolutions were presented with respect to hours of work. Some of these suggested reductions of hours to 30; others to 36, but the greater number favoured 40 hours per week. The resolution that was eventually endorsed proposed a maximum work-week of 40 hours with a proviso that when employment conditions warranted, the work-week be reduced to 30 hours, with the same take-home pay as when the longer week was worked. It was urged that legislation along these lines be enacted without delay and that the law should be emphatically enforced. It was argued further, that the legislation should include not only factory workers but all workers, especially

seamen, domestic workers and those in the service trades. The conference deprecated overtime work in principle, but conceded that it was unavoidable at times and in such cases an increased hourly rate should be paid.

Minimum Wages

Asserting that existing minimum wages for women in certain industries were inadequate, the Executive was urged to press for a minimum wage of \$24 a week for all females employed in trades, industries or stores in British Columbia, and that an adjustment be made to hourly rates, part-time, and apprenticeship scales to conform to that scale. Approval was given to the request of the Automotive Workers' Maintenance Union that workers in that industry be included in the Act by adequate minimum wage standards. By a blanket resolution covering many trades, the conference endorsed a 60 cents per hour minimum wage for the province.

Holidays with Pay

Resolutions were agreed to asking for both Federal and Provincial legislation providing workers, including those who work on ships, domestic workers, and itinerant workers, with

annual vacations with pay. It was held, too, that legislation should be enacted to compel employers to pay their employees for any statutory holiday which falls in a week in which such employees are partly or wholly employed. The conference endorsed resolutions asking the Provincial Government to amend the Shops Regulation and Weekly Half-holiday Act to require any class or classes of shops in a community to close one full day instead of one half day each week of the year, exclusive of Sundays, upon application signed by three-fourths of those concerned. It was asserted that many firms already closed voluntarily on Wednesday of each week and the intent of the resolutions was to make it compulsory for the remainder to close also.

Collective Bargaining

The conference went on record as favouring a revision of P.C. 1003 with a view to improving collective bargaining procedure. It was held too, that legislation should be enacted to make collective bargaining, check-off, and union security compulsory and to outlaw company unions.

Education and Health

It was urged that the school leaving age should be raised to 18 years; that text books should be provided free; and that a university education should be made available for all students capable of qualifying for it. Vocational training in British Columbia was totally inadequate, it was claimed, and representations were to be made to the provincial government to utilize more fully the federal grant to assist the technological advancement of all workers.

Turning to the matter of health, the conference demanded that the federal government eliminate what was termed "monopolistic strangling in laboratory research". Free medical and nursing services were advocated for children in public schools. Health conditions in many factories were criticized adversely and legislation to correct specific defects in plumbing and ventilation was urged. Similarly, unsanitary conditions in construction camps were criticized and improvements asked for. It was suggested that the federal government enact health insurance legislation

without delay. Failing that, the conference was of the opinion that the provincial government should put the 1936 Health Insurance Act into operation.

Union Security

The conference decided to ask the government to enact legislation making it mandatory upon employers to sign union shop agreements when requested to do so by a majority of their employees. This would also include the check-off and the outlawing of company unions. Objection was taken to the so-called "industrial file system" by which employers maintain a personal record and labour history of employees, which, it was claimed, constituted "black lists".

Pensions and Unemployment Insurance

It was claimed that old age pensions were "totally inadequate" and that regulations for their revision were long overdue. It was suggested that pensions should be payable at age 60 and the monthly payment should be increased to \$50 with free medical, dental and hospital care, and the abolition of the means test.

An increase of at least 50 per cent in unemployment insurance benefit was asked for and home service employees and longshoremen should be brought under the Act. The conference was of the opinion that the section of the Unemployment Insurance Act, (33 (b)) which permits recipients of benefit to earn as much as \$1 a day without affecting their right to receive benefit should be rescinded, inasmuch as it made it possible for employers to take unfair advantage of workers.

Other Problems Discussed

Among other subjects that received the attention of the conference were: (1) closer unity among organized labour bodies in Canada and affiliation with the World Federation of Trade Unions; (2) more adequate methods of voting in provincial elections, to prevent the alleged disfranchisement of many voters; (3) the annulment of the Company Towns Act; and (4) the return of the administration of labour and social legislation by the federal to the provincial government wherever and whenever possible.

Conference of Quebec Provincial Federation of Labour

A special one-day Conference of the Provincial Federation of Labour of Quebec was held in Montreal on October 20. Owing to government restrictions with respect to the number of delegates permitted to attend conventions, the Executive had limited representation to not more than two delegates from each local union. There were 71 present, representing 49 trades and labour councils in widely separated communities throughout the province.

In addition to the report of the Executive, thirty resolutions were brought before the Conference, which met under the chairmanship of President Elphège Beaudoin.

The report of the Executive Committee reviewed the work of the Federation during the interval following the previous convention. It included a review of the legislative program submitted to the provincial government early in 1945 with respect to the Apprenticeship Aid Act and amendments to the Labour Relations Act, the Family Allowances Act, the Workmen's Compensation Act and certain phases of the Sales Tax legislation.

Action taken in the form of resolutions included the following:

(1) Support was given to the memorandum submitted to the Dominion Government in August by the Trades and Labour Congress of Canada, suggesting, *inter alia*, a modification of Orders in Council P.C. 1003 and 9384 and also the adoption of certain measures to prevent unemployment. With respect to the latter, a six-point program had been submitted, urging (i) that all citizens who have been engaged in essential civilian industry be allowed immediately a "reconversion pay" during the period of dislocation, of one month's pay for each year of service up to three years; (ii) the adoption of the 40-hour week without reduction in pay; (iii) the prohibition of general reductions in pay; (iv) the lifting of restrictions on building materials; (v) the immediate commencement of necessary public works; (vi) the prompt reconversion of all war plants suitable for peace-time production.

(2) The Executive was instructed to urge upon the provincial government amendments to the Quebec Workmen's Compensation Act so as to provide full compensation to any victim of an industrial accident until he has recovered sufficiently to resume his regular

work, or until such time as the Commission or his employer furnishes him with such light work as he is able to perform.

(3) Modifications were asked in the Labour Relations Act to the end that only managers "who have power to hire or fire workers" be deprived of the protection of the Act and that the interpretation of the word "employee" be expanded to include "all persons whether temporary or casually employed."

(4) It was urged that the government be petitioned at its next session to amend certain sections of the Collective Labour Agreements Act that cover the competency of apprentices during, and at the conclusion of their apprenticeships, and the fees that they shall be required to pay.

(5) It was decided unanimously to suggest that the school-leaving age be raised from 14 to 16 years.

(6) The Executive was instructed to press for legislation providing for vacations with pay similar to that enjoyed by workers employed in war munitions work and shipbuilding under Federal Government regulations and also in force in some of the other provinces.

(7) The Conference asked that the pensionable age be lowered to 60 and that the minimum monthly pension should be \$30 with no deductions on any annual incomes of less than \$300.

(8) Increases were asked in the unemployment insurance benefit paid to married unemployed workers and it was urged that the clause disqualifying workers because of strikes be modified. It was decided to ask for the co-operation of the Trades and Labour Congress of Canada in connection with these petitions. The delegates insisted that the Unemployment Insurance Commission should not be administered by the Minister of Labour, but should be maintained as a Commission, of which a recognized representative of organized labour should be a member.

Other resolutions urged the abolition of selective service; the increases in the exemptions for income taxes; the immediate removal of restrictions of food products as imposed under the War Measures Act; and that no immigration to Canada be permitted until such time as the admission of immigrants "would not be prejudicial to the standard of living and the welfare of the Canadian people."

Group Medical Plan Sponsored by Associated Medical Services

MORE than eight years ago, Associated Medical Services Incorporated, a non-profit organization, sponsored by the Ontario Medical Association, initiated its voluntary contributory health insurance plan (L.G., 1937, pp. 263 and 597). This organization is still the only one in Ontario which accepts the individual family group as a basis of risk for the cost of medical, surgical, obstetrical, accident and hospital care. In spite of the difficulties encountered during the war, the Associated Medical Services has an enrolment at the end of the eighth year of its life of some 34,000 persons. More than \$45,000 is expended each month for medical and hospital services.

With a view to broadening its services, A.M.S. recently announced the inauguration of a group medical and surgical plan to permit budgeting by groups for the cost of major illness resulting from sickness or accident. The new plan covers the expense of doctors' services (exclusive of obstetrics) in excess of \$25 on each hospital admission, up to a maximum of \$800 in any twelve consecutive months. The subscription fee for this service is 65 cents per month per person. Hospitaliza-

tion, exclusive of the first two days' expense in any 14-day period, or part thereof, may also be included for an additional fee of 35 cents per month. Groups may be considered on the basis of (1) employment, such as trade unions, or factory or office workers; (2) geographically, as citizens of a clearly defined urban or rural area; (3) fraternal societies, etc.

It is required, however, that 50 to 100 per cent of any group must be enrolled to assure a fair ratio of good risks. This ratio applies for both male and female members of groups. No medical examination will be necessary and there is no age limit for applicants. Benefits will be continued during a lay-off or leave of absence, provided the payment of subscriptions is continuous; and arrangements may be made for the extension of the plan should a group member find it necessary to leave the group.

Under the new group plan the family of an employee may be included. This is a feature which is expected to appeal to both employers and employees since the cost of medical and hospital care for the employees' family is frequently a source of great hardship.

Survey of Canadian Homes

SUPPLEMENTARY study of the data collected by Lever Brothers, Limited, in its survey of Canadian homes (L.G. Aug., 1945, p. 1100) resulted in the Company issuing an additional report early in October. While the latest statement refers more particularly to Ontario homes, comparative statements in the report give it a more general significance. To quote: "Houses crammed end to end in poorly planned ribbon development deprive householders of sunlit rooms. Over a quarter of the homes in the cities and small towns of Ontario need artificial light in some room of the house during the daytime. On farms one would expect spacious surroundings to allow sunlight indoors. Surprising, therefore, is the finding that 11 per cent of Ontario farmhouses need lights on during the day. Clustered out-buildings added to the main building are reported as the reason.

"But in the matter of cooking equipment Ontario housewives are better off than their Canadian sisters elsewhere. Even so there is still plenty of sales opportunity for manufacturers of this equipment. Almost one in seven city women, nearly half of village women

and two-thirds of farm women must still stand over hot stoves burning coal, wood or oil every time they cook. In the winter many of them cook on the stoves which are still relied on to heat their homes.

Homes' Survey by the five main geographic regions, Lever Brothers Limited have revealed how living conditions in moderate and low-cost homes compare with each other in different parts of Canada and with the country as a whole . . .

"Women researchers visited homes throughout Ontario and the rest of Canada and interviewed housewives to find out how their homes meet basic household needs in terms of shelter—feeding—and cleaning. They found that Ontario houses are amongst the poorest planned in Canada from the standpoint of getting sunshine indoors. Equal to the national average of 27 per cent of Canadian city homes which need artificially lighted rooms during the day, Ontario city figures are exceeded only by Quebec with 39 per cent. In small towns (29 per cent) and on farms (11 per cent) Ontario figures for gloomy rooms are the worst in Canada, and exceed the all-Canada

average by 12 per cent and four per cent respectively.

"All but one per cent of Ontario city people have running water laid on in their homes. Less well off and eight per cent worse than the national average are small town homes, with 36 per cent deficiency. Half of all Ontario farms are similarly handicapped, although they outdo their fellow Canadians, two-thirds of whom must pump water from a well, stream or other primitive source.

"The hot water necessary for so many household tasks is not always conveniently obtainable from taps. More people have it in winter when furnaces are lit. In summer time, just over a third of Ontario city people have plentiful supplies at all times. Another 42 per cent have it by lighting gas, electric or coal heaters, and 19 per cent must heat it in kettles or other containers on top of the stove. This inconvenient method is also used by 69 per cent of small town people and by 80 per cent of farmers' wives.

"In the matter of bathroom equipment this province is a little better than average. Regular bathtubs are lacked by 13 per cent of Ontario city people, by 60 per cent of small town folk, and by 66 per cent of farmers. The comparable national shortage is 18 per cent, 54 per cent and 75 per cent. Wash basins, the other most common bathroom piece, are to be found in four out of five city homes, almost half the small town homes, and almost a third of farm homes. Showers are rare amongst the homes surveyed and in Ontario they seem to be no more popular than in any other part of Canada . . .

"Overcrowding, which is Canada's worst housing headache, has not missed Ontario.

Aggravating it are boarders, lodgers and hired help, who live in one out of every five city homes, every eighth village home and more than a quarter of farm houses. To add to the crush, near relatives—married daughters, sons, parents, grandparents, etc.—are living with nine per cent of city families, seven per cent of village families and 18 per cent of farm families. This overcrowding is not all due to wartime shifts in population, as investigators found no surplus of living accommodation anywhere in Canada.

"A result of this congestion is to be found in the number of Ontario people who report they have no bedrooms to sleep in. In Ontario cities 11 per cent, in villages 12 per cent and on farms two per cent have to bed down in living rooms, dining rooms, kitchens, or anywhere a cot or a couch can be made up.

"For a great many foods cooling is just as important as heating is for others. Ontario leads all other regions in ownership of refrigeration facilities. Grouping mechanical and ice refrigerators together, Lever's found that 93 per cent of urban dwellers, three-quarters of non-farm rural people, and almost half the farmers questioned have such equipment . . .

"In a general observation of the state of Ontario house interiors, Lever investigators found that more than half are cracked, discoloured and in need of paint, paper and general refinishing. More than one in every eight houses in Ontario cities and small towns are so run down that only major repairs or replacements will restore the original appearance of walls, floors and ceilings. In equally unsatisfactory condition are almost a quarter of Ontario farm houses."

Mining and Distribution of Coal in Alberta

The Annual Report of the Mines Branch of the Alberta Department of Lands and Mines for 1944 states that there were 180 coal mines in operation in the province at the close of that year. They employed 8,943 men during the month of December, this being an increase of 307 as compared with the corresponding month in 1943. The average monthly total of men employed during the year was 8,375.

The output of coal in the province during the year was 7,427,433 tons. Of this, 1,424,293 tons were sold for consumption in Alberta;

2,447,225 tons were shipped to other provinces; 266,643 tons were exported to the United States; 2,583,101 tons were sold to railway companies; 20,296 tons were used in ships' bunkers; 1,064 tons were to be sold to Alaska and the remainder was used in making coke and briquettes and for producing power at the collieries, etc., while relatively small amounts were put to stock or classified as waste.

It is noteworthy that while the amounts involved were not large, two new outlets for Alberta coal were found during 1944, namely Alaska and ships' bunkers.

Award on Issue of Union Security in Ford Dispute

Decision of Arbitrator, Mr. Justice Rand—Union Shop Disallowed But Compulsory Check-off for all Employees Provided

AS this number of the *LABOUR GAZETTE* went to press the arbitration award of Mr. Justice I. C. Rand on the issue of union security in the dispute between the Ford Motor Company of Canada and the International Union, United Automobile Aircraft and Agricultural Implement Workers of America, was received in the Department of Labour. Owing to the importance of this award, publication of the *LABOUR GAZETTE* was delayed so that the text of the report might be included.

The strike of employees of the Ford Motor Company, which commenced September 12, 1945, was terminated on December 20 when the union accepted the joint plan of settlement of the Dominion and Ontario Governments, the principal provision of which called for arbitration by a judge of the Supreme Court of Canada of points which could not be settled by collective bargaining negotiations.

Mr. Justice I. C. Rand was named as arbitrator and conducted hearings between January 9 and 15.

His award dealing with the matter of union security was issued on January 29. The text appears below.

Opening with a discussion of the basic principles of employer-employee relations within the framework of modern industrial society, the report proceeds to a consideration of the matter of union security in general, and the situation at the Ford plant in particular.

The terms of the award deny union shop, which had been asked by the union, but provide for a new form of union security, the compulsory check-off of union dues from the wages of all workers under the agreement whether union members or not. The award also provides for penalties against individuals in the case of "wildcat" strikes and against the union in the case of a strike called without a secret ballot of all employees.

A second award, dealing with administrative points in the collective agreement, follows the text of the first award.

Text of Award

In the matter of an arbitration between Ford Motor Company of Canada Limited and The International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (U.A.W.-C.I.O.)

Award on the Issue of Union Security

The parties to this controversy have agreed to be bound on all points in dispute by the decision of an arbitrator. Ordinarily, the matter of arbitration is a claim for redress or an assertion of a right in respect of a contract or some other legal relation. In such a case the issue is clearly defined; it arises in an accepted legal setting and is to be decided on well recognized rules and considerations.

The task here has no such basis or simplicity. There is no legal right claimed to be violated and there is no specification or acceptance of the considerations on which a decision is to be founded. There is instead a contest of extra-legal relations and interests which in general must for the present at

least be resolved by the force of ethical and economic factors resting ultimately on the exercise of economic power. As I conceive it, from the social and economic structure in which we live I must select considerations which have attained acceptance in the public opinion of this country and which as principles are relevant to controversies of the nature of that before me; and having done that, I must apply them to the specific matters in hand. Such an inquiry involves an examination of so wide and general a field of social doctrine, that at the risk of appearing pedantic, and in what may seem a jargon-like vocabulary, I must deal briefly with what I think will be agreed upon as fundamental lessons of experience, in an orientation which now holds the stage in the economic drama.

Basis of Problem

Any modification of relations between the parties here concerned must be made within the framework of a society whose economic

life has private enterprise as its dynamic. And it is the accommodation of that principle of action with evolving notions of social justice in the area of industrial mass production, that becomes the problem for decision.

Certain declarations of policy of both Dominion and Provincial legislatures furnish me with the premises from which I must proceed. [In most of the Provinces and by dominion war legislation, the social desirability of the organization of workers and of collective bargaining where employees seek them has been written into laws. That desideratum the Ford Company accepts. The corollary from it is that labour unions should become strong in order to carry on the functions for which they are intended.] This is machinery devised to adjust, toward an increasing harmony, the interests of capital, labour and public in the production of goods and services which our philosophy accepts as part of the good life; it is to secure industrial civilization within a framework of a labour-employer constitutional law based on a rational economic and social doctrine. Its necessity arises from the actual implication of large scale industry in the life of labour and community and the mass of human relations thus created. Industry is seen to be integrated with the economic and social establishment and any disturbance in its scope or tempo sends out repercussions affecting interests which have been built up on the assumption of its continuance. The economic life and fortunes of men become hostages to that continuance, which in turn takes its place as part of the general security.

Now, that security is, here, in a democratic order which I think is government through the form of predominant individual opinion, but which assumes the presence of diverse opinion that may at any time become predominant and which at all times respects minority interests. The preservation of the individual as a centre of thought and action and its reconciliation with the general security is the end of that government. But unguarded power cannot be trusted and the maintenance of social balance demands that the use or exercise of power be subject to controls. Politically this resides in alert public opinion and the secret ballot.

[In the economic sphere there is the same necessity for counterchecks.] We have the institution of private property. This may be conceived in terms of natural right adhering to a free will, an absolutist concept; or in social terms, in which control of use is permitted to the individual until the general interest requires its modification. In the former sense, property becomes more or less identified with personality and its invasion tends to arouse a primitive savagery.

In industry, capital must in the long run be looked upon as occupying a dominant position. It is in some respects at greater risk than labour; but as industry becomes established, these risks change inversely. Certainly the predominance of capital against individual labour is unquestionable; and in mass relations, hunger is more imperious than passed dividends.

Against the consequence of that, as the history of the past century has demonstrated, the power of organized labour, the necessary co-partner of capital, must be available to redress the balance of what is called social justice: the just protection of all interests in an activity which the social order approves and encourages. [But organized labour itself develops and depends upon power, which in turn must be met in balancing controls in relation to the individual members or workers over whom it may be exercised, as well as to industry and public.] To avoid misapprehension, I should add that I do not believe in any special deposit of virtue in any group. One difference between people in this respect is that some are aware of the persistence of an original taint.

That we cannot draw back and try to reverse the whole progress of the last 100 years in labour-employer relations, that we must go through to a higher evolution of them must, I think, be accepted as axiomatic. [On that assumption there are two fundamental views to be taken on the mode of bringing that progress about: either to leave it as the issue of economic war in all its ferocity and waste or as the gradual rationalization of an area where interests are both common and conflicting.] That we must have some sort of law or convention regarding these relations is inescapable: whenever human beings are drawn together socially or economically, a rule of that nature by whatever name we call it becomes imperative, and the stronger the conflict of interest the more insistent the demand for settled understandings. But we preserve the conquests of these understandings as we do of human rights generally, and they are taken on by new groups as of course. Is there any doubt at this time in serious minds of the right of labour to organize? In fact, our law now declares that right. The question is whether the remaining controversies are to be settled in the mode of war or reason. Considering the immense stage in which these relations now appear, it would be a sad commentary on what we call Christian civilization if every foot of that field would have to show the waste of conquest by economic struggle. There is still and may always be a residue of this area which it will be beyond the powers

of man to conquer by the force of his intellectual or spiritual faculties and a similar residue may remain in economic relations. But the measure of our civilization will be the degree to which that residue is diminished in scope.

[From the foregoing I draw the following conclusions. The organization of labour must in a civilized manner be elaborated and strengthened for its essential function in an economy of private enterprise. For this there must be enlightened leadership at the top and democratic control at the bottom. Similarly as to capital. The absolutist notion of property like national sovereignty must be modified and the social involvement of industry must be the setting in which reconciliation with the interests of labour and public takes place. This means the rationalization of the individual industrial organism. Where rational considerations meet in an apparent impasse, a new factor must be taken into account, the issue of ultimate economic conflict.] Apart from the question of wages, to men of good will who will recognize their obligation to the social order which makes possible and safeguards the very activity whose rights they defend, it ought not to be necessary that the inevitable loss to every interest should be actually suffered in labour strike; at the lowest, an intelligent appreciation of relative strengths including the public conviction by which these relations must ultimately be decided would obviate that loss; and I would not accept the view that the development of such judgment is beyond human powers. Hitherto the tendency has been to treat labour as making demands quite unwarranted on any basis of democratic freedom in relation to property and business and the ordinary mode of settling labour disputes, a piecemeal concession in appeasement. I cannot see much effort to place conciliation on principle and although at once I disclaim any hope of doing more than to suggest principle through a slightly altered approach, I must at least make that attempt.

The Particular Problem

From these general considerations I pass to the particular problem. It would, I think, be futile to try to fix detailed responsibility for the past unsatisfactory relations between the Ford Company and its employees. [The primary and essential error lay, in my opinion, in what I have called an absolutist concept of property; the plant and business belonged to the Company; the Company was buying labour as a commodity; and labour had no more direct interest in the conduct of any part of the business than the seller of any other

commodity. Whatever of fairness or reasonableness was to supplement high wages lay exclusively in the wiser judgment of management. It was an arm's length relation. This attitude could do only one thing: engender a like attitude on the part of employees; and a deterioration into tension and hostility was inevitable. Particularly was that inevitable when the nature of the operations is considered. Here is a highly congested and articulated undertaking; the work generally is the repetition of limited operations; the psychological effects, or in another aspect, the employee psychology, under the best conditions would require a sympathetic handling; in a hostile atmosphere they could be deplorable. Critically, the failure is not so much ethical or economic as intellectual; with such a set of assumptions even a wholly mechanical administration could be accompanied by the conviction of righteousness. What astonishes me is the anomaly of a magnificent engineering plant, machines and functions co-existing with a human engineering with so many apparent strains and frictions. But the negotiations throughout were carried on by both sides with frankness and good manners; both were desirous of avoiding futile recriminations and of setting themselves to the work of providing for the future protection of the best interests of the industry as a whole. It would therefore be a poor service to them to dwell further on these features. I can only trust that their real mutuality of interest in this enterprise is finally being sensed.

Certain actions which took place during the strike appeared to the public mind as extraordinary and I shall make a brief observation on them. Beyond doubt picketing was carried on in an illegal manner. The resistance to the preservation of plant property was from the standpoint of the strikers a supreme stupidity. The filling of the street alongside the plant with vehicles and the interference with innocent members of the public was an insolent flouting of civil order. But beyond doubt too, there was exasperation and provocation, and these actions seem to indicate the intensity of conviction on the part of the men that fair demands were being met only by stolid negativism. No one attempts to justify these actions, but a strike is not a tea party and when passions are deeply aroused civilized restraint go by the board unless the powers of order are summoned to vindicate them. Illegal action is for the civil authority to deal with. That authority must take the risk of temporizing with lawlessness. If broken heads are the only alternative to protection of members of the public, I do not understand that public safety must be abandoned.

These matters are indeed relevant to the question of union responsibility. There must be growth in these organizations as in all other groups as well as individuals and only experience can bring maturity of judgment and of conduct. An irresponsible labour organization has no claim to be clothed with authority over persons or interests. But I am dealing with a body recognized as the bargaining agent for approximately 9,500 employees, and while their abuse of striking power cannot be excused, much less justified, we cannot disregard the complex of hostile attitudes and resulting exasperations from which that abuse in fact arose. The protection which the law in general now affords against an irresponsible organization as a bargaining agent is the power in the employees to choose a new agent.

I have had an opportunity of sizing up the leadership of this union so far as it is represented by the Committee of Negotiation. The members are all of English-speaking origin and British citizenship. They have impressed me as being men of the stuff of which ordinary Canadians are made. With the exception of Messrs. Burt and MacLean who are on leave of absence from General Motors at Oshawa as international representatives of the union, they are men with seniority in the Ford Plant ranging from 10 to 18 years. They conducted themselves in negotiation with intelligence and reasonableness. I have no doubt their dominating interest is the job of those they represent in that industry and that their object is to attain for those employees and their families a secure and self-respecting living, which seems to be the object of most Canadians. That aim is legitimate, whether or not attainment is possible.

It has been suggested that the union officers, as other labour leaders, are primarily concerned with the maintenance of their positions and power and no doubt some of them have experienced stirrings of that nature. [But union organization is admittedly necessary in the present set-up of our society] and we cannot expect these men who have gifts of leadership—and it is by such leaders that movements against wrongs are initiated—to be quite free of those human frailties from which only a few saints escape. The only effective remedy for abuse of this nature is a greater democratization of the union.

It is intimated also that they are merely the instruments of a communistic group which seeks not the realization of private enterprise but its subversion. There may be such a group among the automobile workers in and about Windsor. There may be some degree of organization and leadership. But

the employees who would be susceptible to one-sided teachings of that sort would not in general have the remotest understanding of communist ideology and would grasp at its promise as an escape from what is vaguely felt to be a dictatorship of capital. I should say on principle that a leadership which is opposed to communistic ends and methods, as I think this is, should be supported in a democratic economy; it is the failure of that leadership that furnishes the opportunity for strengthening the position of its opponents. I have no doubt that in the situation of Windsor to-day a city so immediately exposed to the pressure of labour action in the United States, an unreasoning denial of some effective form of union security would throw the controversy into a cauldron of deepening animosities ruinous to the interests of men, industry and public. Nor is it sufficient to say that these men must recognize their responsibilities. Responsibilities are the correlatives of rights and where the latter are unreasonably denied it is somewhat of mockery to be told that you must discipline yourself to injustice in order to demonstrate your title to justice. I am aware of the difficulty of defining justice, but in this particular field we have come within sight of general standards according to which what the judgment of fair minded Canadians would call rough justice can be approximated.]

Union Security

Let me now apply these considerations to the case before me in relation to the claim to union security; other points of difference have arisen, but they are minor, they concern plant administration matters, and I will deal with them in a separate memorandum.

Union security is simply security in the maintenance of the strength and integrity of the union. Disruptive forces may come from the Company or from other competing labour organizations or simply from the lack of centripetal force within the employee body. But the first is now forbidden by law and the second is not in fact present: the negotiating union is unchallenged in the organization of workers of automobile and affiliated industries.

What is asked for is a union shop with a check-off. A union shop permits the employer to engage employees at large, but requires that within a stated time after engagement they join the union or be dismissed if they do not. This is to be distinguished from what is known as a "closed shop" in which only a member of the union can be originally employed, which in turn means that the union becomes the source from which labour is obtained.

The "check-off" is simply the act by the employer of deducting from wages the amount of union dues payable by an employee member. It may be revocable or irrevocable for a stated time and may or may not fix the amount of deduction. Where there is a closed or union shop, the check-off becomes less significant because of the fact that expulsion from the union requires dismissal from employment.

In addition to the foregoing of which there may be many modifications, there is what is known as "maintenance of membership" which is a requirement that an employee member of a union maintain that membership as a condition of his continuing employment for a stated time, generally the life of an agreement. In this also there can be many modifications.

Factors in the Decision

[Basing my judgment on principles which I think the large majority of Canadians accept, I am unable in the circumstances to award a union shop. It would subject the Company's interest in individual employees and their tenure of service to strife within the union and between them and the union which, with extraordinary consequences, in one instance has proved a serious matter for the Company concerned: and it would deny the individual Canadian the right to seek work and to work independently of personal association with any organized group. It would also expose him even in a generally disciplined organization to the danger of arbitrary action of individuals and place his economic life at the mercy of the threat as well as the action of power in an uncontrolled and here an unmaturing group. It may be said that that is the danger to the individual in society, but while we must run the risk of the latter, certainly in some situations it is desirable to withhold the same power from smaller units. This points to a field within labour organization affecting the interest of the individual, the employer, and the public, which perhaps must be left for legislation. At least a code of these relations cannot be made a conditional annex to the determination of a limited point of dispute as I have it here.]

I should point out that the employer can by his consent subject his employees to the full force of the organized power of unionism, and in many groups in trades and employments in Canada that has taken place: e.g. printing trades including that work in many newspapers, longshoremen, theatrical and moving picture operators, hotel and restaurant employees, building workers, pulp and paper mill workers, miners, milk and dairy employees, seamen, and others. Some of these

trades are organized as exclusive crafts, but their power is recognized and strengthened whenever in a plant permanent or temporary employees are taken from their ranks. In these cases, the employer's interest in his personnel, except as to competency, is surrendered and the individual's right against the organization, except as a member of it, is destroyed. It may be of some interest that the Ford Motor Company in the United States with over 100,000 employees affected, has accepted the union shop and check-off in all of its production and assembly plants and units in that country.

[On the other hand, the employees as a whole become the beneficiaries of union action, and I doubt if any circumstance provokes more resentment in a plant than this sharing of the fruits of unionist work and courage by the non-member. It is irrelevant to try to measure benefits in a particular case; the protection of organized labour is premised as a necessary security to the body of employees. But the Company in this case admits that substantial benefits for the employees have been obtained by the union, some in negotiation and some over the opposition of the Company. It would not then as a general proposition be inequitable to require of all employees a contribution towards the expense of maintaining the administration of employee interests, of administering the law of their employment.]

What I am dealing with is employment in a mass production industry. The employees are co-ordinated with mechanical functions which in large measure require only semi-skilled operators. No long apprenticeship is necessary to acquire those skills; some operations can be taken on at once, and there is a general rise in complexity. But it is essentially the utilization of concentrated manpower in a framework of machines in which the initiative and artistry of the individual is either non-existent or becomes stereotyped. The large body of employees from their stature and their average skills are inescapably of a class that must be governed more or less in the mass and by mass techniques and one chief object of the plant law is to diffuse authority among the labour representatives to make administration as flexible as possible. But in such a body we cannot look for that generalized individuality in understanding and appreciation of the necessity for employee organization which craftsmen have tended to evolve. Their objectives and their conception of union function are much too simplified for that. With the aggravation of an annual lay-off, the result is that the union is subject to a periodic

disorganizing tendency. Then too, the union has little to offer the men except their plant law: there is less individual appeal of or opportunity for social activities or union benefit provisions than in other classes of labour. In these conditions, it is, in my opinion, essential to the larger concern of the industry that there be mass treatment in the relation of employees to that organization that is necessary to the primary protection of their interests.

[I consider it entirely equitable then that all employees should be required to shoulder their portion of the burden of expense for administering the law of their employment, the union contract; that they must take the burden along with the benefit.

The obligation to pay dues should tend to induce membership, and this in turn to promote that wider interest and control within the union which is the condition of progressive responsibility. If that should prove to be the case, the device employed will have justified itself. The union on its part will always have the spur to justify itself to the majority of the employees in the power of the latter to change their bargaining representatives.]

It may be argued that it is unjust to compel non-members of a union to contribute to funds over the expenditure of which they have no direct voice; and even that it is dangerous to place such money power in the control of an unregulated union. But the dues are only those which members are satisfied to pay for substantially the same benefits, and as any employee can join the union and still retain his independence in employment, I see no serious objection in this circumstance. The argument is really one for a weak union. Much more important to the employee will be the right which is being secured to him in the conditions to be attached to the check-off, to have a voice in that of which he is now a victim, the decision to strike. Whether the constitution of the union is sufficiently democratic in securing the powers of the members or such money power is dangerous are matters which concern the members and the public. The remedy lies essentially in the greater effectiveness of control in the members; but outside interference with that internal management is obviously a matter of policy for the legislature. Apart from the strengthening of the union on which I have made observations in these reasons, I see no special interest of the employer as such in these possible dangers and in the present state of things, those who control capital are scarcely in a position to complain of the power of money in the hands of labour.

The Company's suggestion was that in relation to the union shop the union should be left to its own resources until such time as legislation was passed placing controls and requirements on the constitution of unions, their accountability to members and the public and other features of their internal organization. But this assumes the exhaustion of the resources of private negotiation which I think unwarranted and in the actual circumstances and for the reasons I have given it would perpetuate a ruinous hostility in labour relations; and Mr. Aylesworth conceded that the scheme I am about to make effective went "quite" a way to meet his objections to a union shop.

Terms of Award

[My award is a check-off compulsory upon all employees who come within the unit to which the agreement applies. It shall continue during the period of the contract. The amount to be deducted shall be such sum as may from time to time be assessed by the union on its members according to its constitution, for general union purposes; it shall not extend to a special assessment or to an increment in an assessment which relates to special union benefits such as for instance union insurance, in which the non-member employee as such would not participate or the benefit of which he would not enjoy. The deduction shall be made only in the conditions and circumstances laid down by the constitution and by-laws of the Union, but it shall not include any entrance fee. At the end of each calendar month and prior to the 10th of the following month the Company shall remit by cheque the total of the deductions to the local union.]

This mechanism, from the orthodox standpoint, preserves the basic liberties of Company and employee which I have mentioned. The assessment affects only the employees; the employer is concerned only in the expense of the check-off and the strength which it may give to the union. But the expense can properly be taken as the employer's contribution toward making the union through its greater independence more effective in its disciplinary pressure even upon employees who are not members, an end which the Company admits to be desirable. I should perhaps add that I do not for a moment suggest that this is a device of general applicability. Its object is primarily to enable the union to function properly. In other cases it might defeat that object by lessening the necessity for self-development. In dealing with each labour situation we must pay regard to its special features and circumstances.

In addition to all other provisions in the agreement and subject to but except so far only as it or they may from time to time be affected by any law or any regulation having the force of law, which, from time to time, shall be read with these provisions, this obligatory check-off shall be subject to the following conditions:

1. No strike, general or partial, shall be called by the union before a vote by secret ballot supervised by an officer of the Department of Labour for Ontario appointed by the Minister of Labour for that province shall have been taken of all employees to whom the agreement applies and a majority voting have authorized the calling of a strike within two months from the balloting.

2. The union by one of its international officers or by two officers of the local, including the President, shall repudiate any strike or other concerted cessation of work whatsoever by any group or number of employees that has not been called by the union after being so authorized; and shall declare that any picket line set up in connection therewith is illegal and not binding on members of the union. The repudiation and declaration shall be communicated to the Company in writing within 72 hours after the cessation of work by the employees, or the forming of the picket line respectively.

3. In addition to any other action which the Company may hereunder or otherwise lawfully take, any employee participating in an unauthorized strike or other concerted cessation of work not called by the union shall be liable to a fine of \$3.00 a day for every day's absence from work and to loss of one year's seniority for every continuous absence for a calendar week or part thereof.

4. Should the union violate this provision for union security either by declaring a strike otherwise than with the authorization by ballot of the employees or by failing to repudiate or to declare as herein provided, it shall be liable to the penalty of a suspension of the check-off, in the case of any unauthorized strike by the union or an unauthorized general strike or concerted cessation of work by employees which it does not repudiate or of a picket line in connection therewith in respect of which it does not so declare, for not less than two and not exceeding six monthly deductions; and in the case of an unauthorized partial strike or cessation of work by employees, for failure to repudiate or declare, not less than one and not more than four monthly deductions; the suspension to be in the former case, next following the return to

work of the striking employees, and in the latter case, next following the violation. The penalty above the minimum shall be in the discretion of the Company, but the Company shall have regard to the seriousness and the flagrancy of the violation: the reasonableness of that discretion shall be a matter for the grievance procedure and shall be submitted direct to the umpire. The suspension shall be absolute in its effect on dues for each of the months of the suspension period, subject however, to the decision of the umpire on any appeal under this paragraph.

5. At any time after the expiration of ten months from the date of the agreement and from time to time thereafter but with not less than one year between balloting, not less than 25 per cent of all employees to whom it applies may on application to the Minister of Labour for Ontario obtain a secret ballot to be supervised by an officer of the Department of Labour for Ontario designated by the Minister for the selection of a bargaining agent, but the union shall continue to be the bargaining agent of the employees until a new bargaining agent has been so selected by a majority of the employees.

6. The deduction on the records of the Company shall constitute the sums so deducted as money held by the Company in trust for the Local.

7. This provision for union security shall be enforced by the Company against each employee to whom the agreement applies as a condition of his continuance in or entrance into the Company's service.

8. Any employee shall have the right to become a member of the union by paying the entrance fee and complying with the constitution and by-laws of the union.

9. Except as otherwise specifically provided or dealt with, any dispute as to a violation of any condition or provision of this section shall be matter for the grievance procedure and shall be submitted direct to the umpire.

10. The Company, the Union, and the Local shall do all such acts and things as may be requisite or necessary to the observance and carrying out of this provision for union security according to the true intent and meaning hereof.

Dated at the City of Ottawa this 29th day of January, 1946.

I. C. RAND,
Arbitrator.

Award on Administrative Points

(The paragraph numbers refer to the clauses of the Collective Agreement)

25. (a) If management's decision is not satisfactory to the employee concerned, written notice of appeal signed by the employee may be served on the Personnel Manager within four regular working days of the delivery of the decision, appealing therefrom to an impartial umpire to be selected by the parties to the grievance or if such parties fail to select an umpire within five regular working days of the receipt by the Personnel Manager of the notice of appeal, then to an impartial umpire designated by the Minister of Labour for Ontario. The umpire so designated shall be a jurist of repute in that province. Each party shall have the right to object to one name proposed by the Minister. Except as herein otherwise expressly provided, the decision of the umpire shall be final and binding on the parties to the appeal.

(b) Except as otherwise expressly provided herein, the umpire shall not have jurisdiction to modify in any manner any discipline imposed on an employee or the Union in accordance with the terms of this agreement or the published rules and regulations of the Company; but the Union may at any time suggest to the Company that the penalty provided by any such rule or regulation is unreasonable; and if agreement cannot be reached thereon, the matter shall be a grievance hereunder and shall be submitted direct to the umpire; but the decision of the umpire shall not be binding on the Company. This shall not affect the determination by the umpire of the fact of such violation or any question of the interpretation of this agreement or of the said rules and regulations. But if it is specifically alleged that the penalty has not been imposed in good faith but has been influenced by improper or ulterior motives or by reasons other than the proper administration of discipline within the plant, the umpire shall hear the evidence offered in support; and if he finds the allegation to be true, he shall have jurisdiction, notwithstanding anything herein contained, to modify the penalty accordingly.

The expenses of the umpire, if any, shall be borne in equal shares by the Company and the Union, and the shares shall be paid direct to the umpire by each.

50. Notwithstanding their seniority status, stewards, in the event of a lay-off, shall be continued at work when not less than ten employees are working in their respective jurisdictions. In the case of overtime or extra work, stewards shall be continued at work when work of their classification is available

in their jurisdiction respectively which they are able and willing to do; and, in the case of overtime or extra work, in any event, when not less than 15 per cent of the employees within their respective jurisdictions are at work, with a minimum number in all cases of ten and a maximum percentage requirement of twenty-five.

51. Notwithstanding their seniority status, plant committee men and negotiating committee men who are employees of the Company shall be continued at work as long as work of their classification is available in the plant in which they are employed and which they are able and willing to do.

52. A person who has been a member of the armed forces of Canada including the Merchant Marine at any time since September 1, 1939, upon entering the service of the Company and subject to the conditions of the probationary period, shall be given an immediate seniority equal to the length of time he served in the forces and this constructive seniority shall be taken into account in his application for work; but this shall not entitle him on such entrance to displace a person then in the Company's employ, except where the former was at the time of his becoming a member of the forces a resident of Essex County, Ontario, and the latter was immediately before his employment by the Company a non-resident of that county. To obtain the benefit of this clause, the person applying shall do so within one year from his discharge from the forces and shall at such time present his discharge papers. There shall be attached to such papers a certificate by the Company showing the date when he was taken into the Company's service.

56. The president and the Financial Secretary-Treasurer of the Local and any international officer of the Union having jurisdiction exclusively in Canada, being employees of the Company, so long as offices held by them are full-time positions, shall be granted leave of absence by the Company and while on such leave of absence shall accumulate seniority.

57. If an employee be transferred from one department to another, he shall incur no loss of seniority; provided that an employee transferred at other than his own request, unless such transfer is the result of his failure satisfactorily to perform the work required of him, shall be the junior employee in the occupational group or department, as the case may be, who is able satisfactorily to perform the work required of him in the new department, and he shall be notified of an

opening occurring in his immediate former department within a period of six months from the date of his transfer and within 24 hours of such notification may elect to be retransferred to his immediate former department, subject to his being able satisfactorily to perform the work required of him. If the employee on being so notified does not elect to be so retransferred, he shall thereafter have no claim on his immediate former department.

77. (a) Subject to any provision of law or any regulation having the force of law, this agreement shall continue until March 31, 1947, and thereafter unless and until terminated as herein provided. The termination may be effected on March 31, 1947, or on September 30, 1947, or on such days in any year hereafter, in the following manner: Either party may give to the other two calendar months' notice of negotiation, setting forth all matters in respect of which it desires to amend this agreement. The parties will thereupon negotiate on such matters. If they do not agree thereon, the party giving the notice may, not later than the last week of the said period, give to the other a further notice of termination to take effect at the end of the month next following the period of negotiation, and on the expiration of that month this agreement shall come to an end. If no such further notice is given, this agreement shall continue in effect as if no notice of negotiation had been given, subject to any amendment the parties may have agreed to incorporate herein; upon the election at any time or from time to time by the employees of a new bargaining agent,

that agent shall be deemed to be substituted for the Union or other representative of the employees, as the case may be, as a party hereto as fully and to all intents and purposes as if it had been originally a party hereto.

79. The parties declare the desirability of a group medical, hospital and life insurance scheme for the benefit of the employees. If within six months from the date hereof the Company and the Local have not been able to agree upon such a scheme, the Local may at its own expense make provision for such benefits by an arrangement with an indemnity insurance company approved by the Minister of Labour for Ontario. The monthly premiums payable by the employees shall, upon the written authority of every such employee, be deducted each month from the payroll of the Company at its expense and the total sum in accordance with the direction of the Local remitted to the indemnity company with which the Local has contracted. The authorization to deduct shall make provision for cases in which the money payable to the employee in any month is not sufficient to enable the Company to make the necessary deduction.

80. Subject to any law or any regulation having the force of law, scales of wages and classifications may be the subject of a supplementary agreement, and unless otherwise provided therein the umpire hereunder shall have no jurisdiction in relation to such scales and classifications: but this shall not affect his jurisdiction over the matter of the application of such classifications as may from time to time be in effect to any employee.

THE LABOUR GAZETTE

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Notes of Current Interest

Canada to ratify two International Labour Conventions

Resolutions have been approved by both Houses of Parliament looking to ratification by Canada of two Conventions of the International Labour Organization. These Conventions, which deal with the protection of longshoremen against accidents (No. 32) and the provision of statistics of wages and hours of work (No. 63), were adopted by the General Conference of the I.L.O. in 1932 and 1938 respectively. (See elsewhere in this issue, p. 205.)

The first imposes upon nations which have ratified it the obligation to ensure that certain standards of safety are maintained in regard to the loading and unloading of ships. It gives specific detail as to what standards are required in the tackle and gear, safe working load, safety appliances, and other matters affecting working conditions. It requires further that provision be made for the posting of safety regulations at docks, and for an efficient system of inspection to ensure compliance with the regulations.

Member states of the I.L.O. which ratify the second Convention are thereby required to compile statistics of wages and hours of work in a prescribed form, to publish the data compiled at regular intervals, and to communicate it to the International Labour Office.

Canada has now ratified 11 of the 67 Conventions which have been adopted by the I.L.O. Like other federal countries, she is con-

fronted with constitutional difficulties in adopting legislation to give effect to the provisions of many of the I.L.O. proposals. Those which are found to fall within provincial jurisdiction are brought to the attention of the provincial authorities, but none of them has been applied by all the provinces to date, although examination of provincial laws has shown that the requirements of some are met in whole or in part by existing legislation.

Of the eleven Conventions ratified by Canada, three remain inoperative, since the Judicial Committee of the Privy Council in London has ruled that the three Acts passed by the Dominion Parliament to make them effective were outside its competence.

Canada has been a member of the International Labour Organization since it was created in 1919, and has been represented by tripartite delegations at the twenty-seven sessions of the General Conference of the Organization that have been held during that time.

Permit system for employment of technical personnel abandoned

The Wartime Bureau of Technical Personnel has announced the abandonment of the permit system, which had applied to the engagement of technical personnel since March 23, 1942, and the substitution of a system of recording vacancies and engagements.

This change was outlined in a special notice appearing in the daily press throughout Canada

on December 28, 1945, giving the following explanation of the remaining minimum requirements:—

- (1) Employers are required to notify the Bureau of all vacancies in their establishments for technical personnel.
- (2) Employers are required to notify the Bureau within three days of the engagement of a technical person.
- (3) Employer and employee are required to notify the Bureau of cessation of employment.

As long as there was in existence the requirement that the engagement of a technical person was subject to approval of the Minister of Labour (through the Bureau) before the services of the technical person could be used, certain factors necessarily had to be subjected to scrutiny before action could be taken on an application for a permit. The principal considerations involved were the priority of the proposed work and the availability of the proposed employee. The need for applying for such permits now having disappeared, such matters as priority and availability are naturally not brought under any scrutiny. In other words, the engagement of technical personnel is not subject to manpower control in any way whatever.

"The need for recording movements of technical persons, however, obviously still exists," it was explained. "Only by having a reasonably accurate picture of such movements, with related data as to supply and demand, can the Department of Labour intelligently render assistance not only in the immediate employment problems of both employers and individuals, but also in the planning and organizing of employment as a service to employers, to individual technical persons, to professional bodies, and to universities. To this end, the regulations as now administered require the recording of needs and engagements by employers and the recording of cessations of employment, both by employers and employees. There is every reason to believe that full co-operation can be expected in this regard from those concerned.

"To sum up on the question of employment, the actual business of engaging a technical person, or of leaving or entering employment, is no longer subject to scrutiny or approval but those concerned are expected to co-operate to the extent of providing notification of such movements after the necessary arrangements have been made.

"At the same time, the Bureau is enabled to increase its efforts along the lines of a simple employment service for technical persons. The practice of referring the records of suitably qualified people to employers who register

their needs with the Bureau is being continued and technical persons who are seeking employment are being assisted in every way possible to find a suitable connection. This applies particularly to those who are leaving the armed forces to return to civil life and to those who have served in war industry and whose employment is being terminated due to cessation of war production."

**Controller
withdrawn from
American
Can Company**

Withdrawal of the Controller appointed some months ago by the Government to manage the affairs of the American Can Company at Vancouver, was announced recently by the Honourable Humphrey Mitchell, Minister of Labour. Control and management of all Company property and assets were returned to the American Can Company, effective January 18, 1946, by a recent Order in Council.

In view of the threatened serious loss of food if a supply of tin cans were not available, the Dominion Government had moved to reopen the then strike-bound Vancouver plant of the American Can Company, through the appointment in August last of a Controller to manage the Company's affairs pending settlement of the dispute then in progress. Gordon Bell of Vancouver was appointed as Controller from August 9, 1945 (L.G., Oct., 1945, p. 1504).

**Employment
and industrial
statistics**

Statistics reflecting industrial conditions in Canada are summarized in the table on page 135. An increase of 1.0 per cent in industrial

employment brought the index to 172.9 at the beginning of December, 1945. This was accompanied by an increase of 0.1 per cent in the weekly salaries and wages disbursed at the same date as compared with the aggregate payroll reported to the Dominion Bureau of Statistics one month earlier. The index of wholesale prices was fractionally higher for December than for the previous month. The Bureau's cost of living index receded slightly in December, standing at 119.9 at January 2, 1946. Curtailment of industrial production during December was more than offset by increased volume in the distribution of goods with the result that the index of the physical volume of business rose from 189.9 in November to 193.0 in December.

Employment and earnings—The index of industrial employment advanced to 172.9 at December 1. It was 171.2 one month earlier and 185.7 at December 1, 1944. An increase in employment at December 1 is contra-seasonal according to pre-war experience but

STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

NOTE.—Official statistics except where noted. Much of the statistical data in this table, with an analysis, are included in the *Monthly Review of Business Statistics* issued by the Dominion Bureau of Statistics.

Classification	1946		1945		1944	
	January	December	November	January	December	November
Employment—						
Index ¹		172.9	171.2	180.4	185.7	183.8
Applications for employment ² . No.		7,220	10,083	8,594	6,823	9,554
Vacancies notified ² No.		4,795	6,897	7,757	6,506	8,547
Placements effected ² No.		3,067	4,725	5,224	4,649	6,518
Unemployment insurance claims						
No.		57,612	53,325	20,412	13,770	11,798
Unemployment in trade unions p.c.	3.0			0.6		
Earnings and Hours—						
Index, aggregate weekly payrolls ³		139.3	139.3	138.1	152.1	151.0
Per capita weekly earnings.... \$		31.64	31.95	30.10	32.19	32.29
Average hourly earnings..... c.		67.0	67.5	70.0	70.5	70.3
Average hours worked per week		44.8	44.9	39.6	46.3	46.3
Prices—						
Wholesale index ¹		103.3	103.1	102.8	102.5	102.4
Cost-of-living index ⁴	119.9	120.1	119.9	118.6	118.5	118.9
Physical Volume of Business—						
General index ⁴		193.0	189.9	228.8	233.0	227.9
Industrial production ⁴		194.5	197.7	245.8	256.0	255.4
Mineral production..... \$		114.0	130.6	174.0	189.3	191.7
Manufacturing..... \$		206.3	211.0	274.3	283.7	284.7
Construction..... \$		235.4	201.2	96.0	121.0	89.5
Electric power..... \$		141.8	139.7	151.6	144.7	148.5
Distribution ⁴ \$		189.8	173.7	193.7	185.5	171.1
Carloadings..... \$		143.2	138.2	152.2	143.6	140.8
Tons carried, freight..... \$		167.4	156.2	191.6	183.3	164.0
Imports..... \$		170.0	158.8	190.3	180.1	159.3
Exports..... \$		232.8	218.2	281.3	268.6	289.7
Retail sales, unadjusted..... \$		255.7	213.0	143.0	237.1	190.4
Retail sales, adjusted ⁵ \$		187.0	200.7	174.9	172.7	181.8
Wholesale sales..... \$		195.6	221.3	182.3	170.8	195.3
Other Business Indicators—						
Common stocks, index ⁴	†124.6	112.5	107.2	89.4	86.6	86.0
Preferred stocks, index ⁴	†88.6	146.6	145.0	131.8	129.3	128.8
Bond yields, Dominion, index ⁴		92.2	93.9	96.7	96.9	97.0
Trade, external, excluding gold \$		357,595,000	383,669,000	363,546,000	397,366,000	459,090,000
Imports, excluding gold..... \$		121,192,000	142,409,000	129,685,000	127,217,000	141,617,000
Exports, excluding gold..... \$		234,826,000	238,637,000	230,498,000	266,879,000	312,491,000
Bank debits to individual accounts..... \$		6,084,752,000	8,580,689,000	5,069,995,000	5,063,009,000	6,671,201,000
Bank notes in circulation ⁶ \$			998,600,000	930,200,000	902,600,000	913,500,000
Bank deposits in savings..... \$		2,865,329,000	2,815,218,000	2,524,029,000	2,422,963,000	2,343,141,000
Bank loans, commercial, etc..... \$		1,227,065,000	1,314,321,000	1,132,750,000	1,182,188,000	1,231,088,000
Railways—						
Car loadings, rev. freight cars ⁷	254,517	249,571	295,336	247,178	248,336	302,950
Canadian National Railway operating revenues..... \$			30,278,000	28,546,000	34,598,000	32,809,000
operating expenses..... \$			25,559,000	25,354,000	28,566,000	28,374,000
Canadian Pacific Railway traffic earnings..... \$		25,019,000	25,764,000	24,090,000	25,592,000	27,165,000
operating expenses, all lines \$		21,802,000	22,439,000	22,428,000	20,842,000	21,135,000
Steam railways, revenue freight in ton-miles.....			5,298,098,000	4,749,777,000	5,192,408,000	5,597,194,000
Building permits..... \$		13,541,000	18,116,000	5,391,000	7,902,000	9,067,000
Contracts awarded..... \$		25,787,000	44,998,000	11,722,000	12,730,000	18,902,000
Mineral production—						
Pig iron..... tons		135,225	134,651	155,969	139,152	146,972
Steel ingots and castings..... tons		219,281	207,981	268,722	243,482	268,823
Ferro-alloys..... tons		15,456	13,360	12,130	12,391	15,280
Gold..... oz.			220,755	233,210	229,624	223,806
Coal..... tons			1,768,000	1,683,000	1,533,000	1,639,000
Copper..... lb.			32,240,000	44,381,000	45,824,000	43,811,000
Nickel..... lb.			15,484,000	23,770,000	21,768,000	22,259,000
Lead..... lb.		34,476,000	35,000,000	25,624,000	35,347,000	35,836,000
Zinc..... lb.		40,213,000	40,609,000	49,506,000	50,769,000	44,718,000
Timber scaled in B.C..... F.B.M.			242,891,000	162,778,000	229,095,000	270,825,000
Flour production..... bbl.		2,169,000	2,285,000	2,068,000	2,030,000	2,307,000
Footwear production..... pairs			3,655,000	2,878,000	2,627,000	3,131,000
Output of central electric stations..... k.w.h.						
Sales of life insurance..... \$		3,288,710,000	3,236,986,000	3,422,683,000	3,356,102,000	3,439,651,000
Newsprint production..... tons			76,137,000	47,658,000	46,906,000	52,349,000
			299,160	264,770	244,970	256,762

† Week ended January 31, 1946.

¹ Base 1926=100. ² Daily averages. ³ Base June, 1941=100. ⁴ Base 1935-1939=100. ⁵ Adjusted, where necessary, for seasonal variation. ⁶ Notes in the hands of the public at the end of the month. ⁷ Figures for four weeks ended January 26, 1946, and corresponding previous periods.

is in conformity with the trend which has been upward at the beginning of December since 1941. The greatest increase in employment during the month was in logging which provided work for an additional 13,892 persons, and in trade in which the advance of 10,567 was also above the December 1 average. Activity in manufacturing continued to decline, the largest reductions being in iron and steel plants from which nearly 11,400 men and women were laid off. Employment generally at December 1 was lower by 6.9 per cent than at the beginning of December, 1944; during the same period the index number of payrolls fell 8.4 per cent.

The 15,577 employers reporting to the Bureau showed a total working force of 1,768,635 at December 1. The aggregate weekly payroll increased by 0.1 per cent from the previous month to total \$55,962,031 at December 1. At the same time the per capita weekly earnings showed a seasonal drop, with the average at December 1 amounting to \$31.64 as compared with \$31.95 at November 1. Earnings at December 1 averaged \$32.19 in 1944; \$31.61 in 1943; \$30.06 in 1942 and \$27.32 in 1941.

Prices—The general index number of wholesale commodity prices (base 1926=100) rose to 103.3 in December, 1945, from 103.1 in November and 102.5 in December, 1944. Three of the sub-group indexes showed increases, vegetable products rising from 96.6 to 97.0, iron products from 115.1 to 115.2, and non-metallic minerals from 101.4 to 101.7. The index for animal products declined from 109.8 to 108.9, and chemical products from 98.9 to 98.8. The index numbers for textiles at 91.8, wood products at 117.6 and non-ferrous metals at 81.6 were unchanged from the November recording.

The Dominion Bureau of Statistics cost of living index (base 1935-39=100) declined fractionally from 120.1 on December 1, 1945, to 119.9 on January 2, 1946. The food index fell from 134.3 to 132.8, with a sharp decline in egg prices outweighing lesser increases for butter and fresh vegetables. Other groups remained unchanged with the exception of clothing which edged upward from 122.5 to 122.6, and miscellaneous items which rose from 109.6 to 110.9. Results of an annual survey of health maintenance costs showed costs in this group to be generally higher. A similar review of life insurance rates recorded small increases in certain types of policies. Other group indexes held unchanged as follows: rents 112.3, fuel and light 107.1, home furnishings and services 119.5. The wartime increase in the cost of living index was 18.9 per cent.

Index of the physical volume of business—An advance in the index of the physical volume of business from 189.9 in November to 193.0 in December reversed the downward trend of the last two years. This was due mainly to greater activity in the distribution of goods during the last month of 1945. The general index of distribution, covering railway traffic, commodity distribution, and external trade, recorded an increase of more than 9 per cent. The tonnage of freight carried by the steam railways was heavier in December than in any month subsequent to August. Retail and wholesale sales were markedly higher in November, the latest month for which statistics are available. An adjusted index of imports rose from 158.8 to 170.0 while the index of exports advanced from 213.2 to 232.8. Increases were shown in the production of electric power and in new business obtained by the construction industry. The indexes of mineral production and of manufacturing recorded considerable declines, however, with the result that the index of industrial production dropped from 197.7 in November to 194.5 in the last month of the year.

During the first 11 months of 1945, the index of the physical volume of business was 9.7 per cent lower than for the corresponding period in 1944. In the same comparison, the index of industrial production was 13.5 per cent lower, mineral production 29.8 per cent, manufacturing production 13.8 per cent and the consumption of firm power 9.6 per cent lower. A decrease of 34.7 per cent in hog slaughterings was offset by an increase of 30.8 per cent in cattle slaughterings. Factory cheese production increased by 2.2 per cent while butter production declined 1.1 per cent. There was a decline of 10.2 per cent in the value of imports and 5.7 per cent in the value of exports. The value of construction contracts awarded during the eleven-month period was 37.2 per cent higher than during the corresponding months in 1944. Contracts awarded during 1945 amounted to \$409 million against \$292 million in the preceding year.

Dominion proposals to provinces revised

A third meeting of the Co-ordinating Committee of the Dominion-Provincial Conference was held in Ottawa between January 28 and February 1.

The proposals of the Dominion Government, made at the opening session of the Conference (L.G., Sept., 1945, p. 1280) were discussed by the Committee. Revisions were made, and further revisions are under consideration.

Prior to the session, four of the provinces submitted briefs containing their replies to the original proposals of the Dominion. These

provinces were Ontario, Saskatchewan, Nova Scotia and New Brunswick.

At the conclusion of the meeting, the secretary of the Committee, Mr. Alex Skelton, issued the following statement:—

"The Co-ordinating Committee of the Dominion-Provincial Conference met Monday, January 28, and has met twice daily since Monday.

"As a result of the discussions which have taken place in the economic committee and the co-ordinating committee the Dominion revised its proposals of August last in some important respects. The revised proposals were discussed at length and further revisions are under consideration.

"It was agreed that substantial progress has been made. The committee adjourned its proceedings until April 25."

The meeting was attended by the nine provincial premiers and by the Rt. Hon. W. L. Mackenzie King, Prime Minister of Canada, accompanied by Rt. Hon. J. L. Ilsley, Minister of Finance, Rt. Hon. Louis S. St. Laurent, Minister of Justice, Hon. C. D. Howe, Minister of Reconstruction and Supply, Hon. Brooke Claxton, Minister of National Health and Welfare, and Hon. J. J. McCann, Minister of National Revenue.

Labour-management production committees in Canada

The Industrial Production Co-operation Board had record of 387 labour-management production committees established in Canada as of December 31, 1945. This Board is the agency through which the Canadian Government is encouraging and promoting the formation of labour-management committees as a means of improving production and inducing closer labour-management relations. (L.G. Dec., 1944, p. 1464).

Meeting of Eastern Ontario Steelworkers

A one-day conference of the Council of the Eastern Ontario Area, United Steelworkers of America was held in Smiths Falls on January 13. Delegates were present from several of the local unions in the area and Robert Black, President of Local Union 343, Kingston, was chairman of the meeting.

One resolution passed by the conference requested the Minister of Finance to grant exemption from income tax to single persons earning less than \$1,000 and married persons earning less than \$2,500 per year. Another resolution asked the government to urge upon industry full production with a view to providing the maximum number of jobs for veterans. Still another resolution was

passed unanimously calling upon the government and Legislative Assembly of Ontario to increase Workmen's Compensation benefits to 75 per cent of the employees' earnings.

Brief addresses were delivered by John Mitchell, Director of the United Steelworkers of America, and Don R. Montgomery, International Representative of the United Steelworkers.

Organization of Council for Youth Guidance and Placement in Ottawa

A Council for Youth Guidance and Placement in Ottawa was created on January 14 at a meeting of various organizations held at the University.

This Council, the first of its kind in Canada, aims at wider co-operation between educational guidance given by schools, and occupational guidance and placement of youth, which have become an important function of the National Employment Service. It was organized to exchange information between the various youth-serving organizations and the National Employment Service.

Veteran-labour council in Victoria

A joint veteran-labour consultative council has been in operation in Victoria for about two years, consisting of three representatives each from the Canadian Legion, the Victoria Labour Council (C.C.L.), and the Victoria and District Trades and Labour Council (T.L.C.).

At the original meeting of the council the principle was laid down that the representatives of labour and veterans would work co-operatively. Their main objective was to eliminate the possibility of friction between the two classes in a campaign for jobs and to work harmoniously towards a goal of jobs for all. The council would discuss problems, with each group putting forward its ideas with a view to assisting solution of difficulties.

Since its inception the joint council has operated under the chairmanship of Carl Fallas, veterans' delegate, with H. E. Thayer, President, Local 456, International Association of Machinists, as secretary.

Meetings are held once a month and matters of common interest are discussed. Occasionally subcommittees are appointed to study specific subjects. The result of the deliberations is to make the council a clearing house for ideas on different matters, to reconcile two sets of opinion and to give them publicity.

Recommendations have been advanced to both provincial and federal bodies by the council which, according to Mr. Fallas, considers matters related to housing and full employment of cardinal importance.

On the housing issue, the council favoured creation of low rental units rather than the construction of homes for purchase, the opinion being that a veteran should be afforded some shelter while he looked around and determined what he would do before spending his savings on a permanent domicile.

Safety in building

"Safety in Building", a mimeographed pamphlet containing the text of the Convention and four

Recommendations concerning safety provisions in the building industry which were approved by the International Labour Conference in 1937, was issued recently by the Department of Labour. The subjects covered included provisions for inspection, safety equipment and first-aid, co-operation in accident prevention and vocational education, as well as the construction of scaffolds of different kinds, working platforms, gangways, runs and stairways, the construction and maintenance of hoisting appliances, ladders, the fencing of openings, roof work and others. Copies may be obtained by applying to the Legislation Branch, Department of Labour, Ottawa.

Industrial disputes in United States

A series of important industrial disputes developed in the United States late in 1945 and early in 1946. Originating in the demands

of workers for increased wage rates to compensate for the decline in take-home pay resulting from the post-war decrease in working hours and loss of overtime pay (L.G., Nov., 1945, p. 1624), the disputes led to strikes in certain instances.

Wage disputes in the automobile industry culminated in a strike at the General Motors Corporation on November 21, when some 350,000 employees in more than 100 plants throughout the country, members of the United Automobile Workers (CIO), stopped work in support of their demand for a wage increase of 30 per cent. Linking this demand with the maintenance of price control, the union stated that such a wage increase would be unacceptable if used as a basis for raising prices. It asserted, however, that if General Motors would permit access to its books and issue proof that it could not absorb a 30 per cent wage increase without raising prices, the union would lower its demand. Rejecting this proposal, the company took the position that "ability to pay" should not be considered as a factor in determining the amount of a wage increase. It offered an increase of 10 per cent.

When attempts at conciliation proved unsuccessful in this dispute, President Truman appointed a fact-finding board. On January 10

the Board issued its report, recommending a wage increase of 17.4 per cent, or 19.5 cents an hour, and stating the belief that the company could pay this increase without raising prices. This recommendation was rejected by the company, although the union expressed its willingness to accept it, and the strike was still in process in mid-February.

Wage disputes in other sections of the automobile industry were settled without strikes. The United Automobile Workers reached agreement with the Kaiser-Frazer Corporation on January 7 and with the Ford Motor Company and the Chrysler Corporation a fortnight later. Agreements were subsequently effected with a number of other motor companies, the average settlement being for a wage increase of 15 to 16 per cent.

In the steel industry, the failure of workers and management to come to an agreement on wages resulted in a strike of some 750,000 workers, members of the United Steelworkers (CIO). The strike began on January 20 after the steel companies through their spokesman, Benjamin Fairless, president of the United States Steel Corporation, had rejected a compromise proposal made by President Truman. The President's suggestion for an increase of 18½ cents per hour was accepted by the union but the steel companies, with the exception of a few of the smaller establishments, decided to adhere to an earlier offer of 15 cents.

Closely related to the wage question in this dispute was an application by the companies to the Office of Price Administration for an increase in the price of steel. The companies were stated to be asking for a price increase of \$7 per ton, whereas the OPA was reported as unwilling to grant more than \$2.50. The size of the increase was expected to affect consideration of prices of products manufactured from steel. Meanwhile the interruption in production was causing curtailment of operations in a number of industries in both the United States and Canada.

Other large strikes for wage increases occurred in the meat packing, electrical products, oil, glass, and communications industries.

U.K. farm workers' hours reduced, wage claim rejected

Under the Agricultural Wages (Regulation) Acts, 1924 and 1940, and the Defence Regulations, the Agricultural Wages Board for England and Wales has re-

duced from an average of 50 to 48 the weekly working hours for which the minimum wage of farm workers is payable. Other changes include the raising of overtime rates to time and a quarter on week days and time and a

half on week-ends, an increase from 48s. to 50s. in the weekly wage paid to women, and an increase from four to six in the number of paid holidays in a year for all farm workers. The application of the male workers for an increase in the national minimum wage from 70s to 90s. a week was rejected.

The machinery for regulating wages and hours of agricultural workers was described in the *LABOUR GAZETTE*, May, 1945, p. 613.

Business training for demobilized personnel in United Kingdom The United Kingdom's Ministry of Labour has announced the details of a scheme, to provide three months' training in business administration for demobilized men and women, whose careers were interrupted by the war. The scheme is to commence at technical and commercial colleges throughout the United Kingdom in April.

Trainees must normally have served at least one year in the Forces, the Merchant Navy, civil defence or the coal mines and must prove that war service prevented the commencement of a career or the training for a career. Alternatively, they must prove that their business career was interrupted by war service before the age of twenty-one or before the completion of two years in business. They must have reached the standard of a school-leaving certificate before the call up unless war services showed them to have exceptional administrative abilities. Trainees will, if necessary, receive financial assistance for maintenance during the course—up to a maximum of £160 a year for a single person or £270 for a married man with a further £40 for each child. There is no upper age limit, though in general it is expected that the scheme will apply to men up to twenty-nine. Those who have taken the general course may be selected to proceed to a specialized business course of up to two years, related to one particular section of industry or commerce. Specialized courses may be run by individual firms.

The purpose of the scheme is to make up the loss of training and progress in business management caused through war service and to ensure that the qualities of leadership, enterprise and loyalty developed during the war are not lost to British industry and commerce. The Ministry of Labour expects up to twenty thousand applicants. The scheme has the enthusiastic support of British business men, over one hundred of whom have

already volunteered free services as instructors. No final acceptance or allocation of places will be made until March, so as not to handicap the men or women serving overseas.

Formation of Labour Foundation in Netherlands

Formation of an employer-worker organization known as the Labour Foundation was announced in the Netherlands factories shortly after liberation.

The Foundation was planned by leaders in the wage-earner, agricultural, large-business and small-business groups during the German occupation. Its purpose is to foster the return of normal relations between workers and employers and to maintain or restore order in industrial life.

Thereafter the Foundation will work toward a lasting and well-balanced social economy in the Netherlands, based on co-operation between workers and employers.

To achieve these aims, the Foundation will (a) promote measures for raising the social and cultural standard of Netherlands workers; (b) further continued consultation between employers, and workers' organizations in the interests of industrial peace; (c) serve employer and worker organizations and governmental departments in an advisory capacity; (d) work for the issuance of regulations—binding on employers and workers who through their organizations are members of the Foundation—to govern wages, hours, and other labour conditions, the hiring and dismissal of personnel, the settlement of differences arising in connection with piecework, and social insurance.

The organization of the Foundation also provides for joint consultation in so-called "trade councils," between workers and employers in the various branches of industry, as well as nationally and centrally in the management of the Foundation itself.

The Labour Foundation differs from the former Netherlands High Council for Labour, which was a Government organization instituted by Government leaders, and which served as a centre for the discussion of labour disputes. The Netherlands High Council for Labour served mainly to give advice when a new legislative measure was considered which would affect industry or labour; the Labour Foundation plans to aid workers, employers, and Government officials, continuously.

Relaxation of Price and Wage Control

Anti-Inflation Policy in the Transition Period

A RELAXATION of Canada's economic controls was announced on January 31, with the lifting of price ceilings from some 300 items, and amendments to the wartime wage and salary control orders.

The principal changes were as follows:

1. Suspension of price control, effective February 1, from a list of goods which are not considered to be necessities of life, and which are considered to be in good enough supply so that unreasonable price increases will not develop.

2. Amendment to the Wartime Wages Control Order, effective February 15. War Labour Boards dealing with applications for wage adjustments may now be guided by comparing wages in one plant or industry with other comparable plants or industries rather than by the former standard of gross inequalities and

injustices. Boards may also authorize an employer to vary wage rates on a basis which is otherwise "reasonable in the circumstances" and which is "consistent with maintenance of existing prices of goods and services".

3. Restoration to employees and employers of freedom to bargain collectively on questions of vacations with pay, off-shift differentials, hospital aid plans, annuities, pension plans and group insurance plans. Effective June 15.

4. Return to the provinces, effective June 30, of normal jurisdiction in the matter of minimum wage rates, hours of work, and vacations with pay.

5. Amendment to the Wartime Salaries Order to permit increases in salaries regarded as unduly low having regard to the rates paid for substantially similar services in the same or other businesses. Effective immediately.

Statement by the Prime Minister

In announcing the various changes, the Prime Minister, Rt. Hon. W. L. Mackenzie King, issued a statement outlining Government policy on price and wage control in the transition period.

He declared that Canada had pioneered in the field of anti-inflation control, and said that because the people of Canada had wholeheartedly supported the stabilization program, a sharp rise in prices had been prevented. "Orderly economic conditions have been maintained through six years of the most destructive war in the history of mankind. The anti-inflation program has succeeded beyond the most optimistic hopes expressed at the time of its introduction. Canada's record compares more than favourably with that of any other country in the world. In consequence, Canada faces the problems and readjustments of the post-war period in a relatively strong economic position. We have escaped so far the legacy of disruption and discontent which would have been the consequence of inflation. . . .

"Five months have passed since final victory. Reconversion has made substantial progress. Nevertheless we still face conditions of possible inflation which, if not controlled, would unquestionably lead to startling increases in costs and prices, and in the general cost of living. It takes considerable time to change over a productive system from a war basis to a peacetime basis. It takes time for labour

and machinery formerly engaged in the armed services and in war industry to produce additional food, housing, automobiles, and so on, in sufficient amounts to meet the high volume of current and accumulated demands. This is true even in countries like Canada and the United States where physical destruction and disorganization have not occurred.

"Inflationary conditions are also a direct consequence of the world-wide shortages of necessities of life such as food, clothing, lumber and other building materials. World-wide shortages have resulted in soaring prices abroad. They have increased the urgent and pressing demands of overseas countries on Canadian supplies.

Continuing Need for Stabilization Program

"In these circumstances, continuing need for a stabilization program remains clear. The disaster of soaring prices and living costs must be prevented not only because of the injustices and suffering that would result therefrom but because it would arrest progress toward a healthy peacetime economy. Inflation would lay the basis for a severe depression. It would promote industrial strife and social conflict. The preservation of the stable price and cost structure, which we happily possess to-day, provides a sound basis for expanding peacetime markets both at home and abroad.

"There can be no question of abandoning the stabilization program at this juncture. There must, however, be a clear recognition that the conditions in which it operates are substantially different from those prevailing during actual hostilities. The stabilization controls which are still retained are, apart from fiscal measures, of an emergency character designed to deal with emergency conditions arising from the war. They are in no sense a permanent feature of the Dominion Government's activities. Nor is there any need for their indefinite continuance. It is the Government's declared intention to remove such controls at the earliest moment consistent with the prevention of inflation and the maintenance of a fair division of essential goods in short supply. This explains why the Government requested from Parliament the extension of its war emergency powers for the limited period of approximately one year. The emphasis is on the removal of emergency controls and on continuous examination of the need for those which are retained. . . .

Requirements of Transition Period

"The advent of peace has substantially changed the economic environment in which the stabilization program operates. In wartime, Government expenditures practically assured maximum production and employment. Business risks and the risks of unemployment were almost eliminated. Price control could be, and in fact had to be fairly rigid. Price ceilings did not restrict imports or lead to excessive exports. External purchases and sales were controlled directly and were frequently the subject of inter-governmental contracts. Wage and salary controls were essential to the maintenance of effective price control. They were accepted with understanding and co-operation.

"With the disappearance of war production and the consequent decline in Government spending, an expansion in civilian production and investment is being looked to in order to provide the bulk of employment. To provide jobs, there must be an incentive to permit business, large or small, to take the risks involved in expanding operations and in entering on new lines of activity. Recent reductions in taxation, particularly in the excess profit tax, are a major step in this direction. The continued high level of demand, and the accumulation of deferred needs, combined with the relatively low level of Canadian costs, provide a favourable environment for such expansion. The reduction and removal of excise taxes has provided more leeway for the manufacturers of many 'reconversion' goods. The administration of price control must at the same time, necessarily be

more flexible than it was in wartime. Wage and salary control should be continued only to the degree essential in combating inflation."

Relation to Employment Policy

The Prime Minister declared that the first object of economic policy is a high level of employment and income. "Nothing," he said, "would restrict a lasting increase in production and employment more than a sharp rise in prices which would cut demand down to the present restricted level of supply. To curtail demand, which is precisely what soaring prices would do, would be to reduce prospective markets and employment opportunities. The present gap between demand and supply must be bridged to the largest feasible extent by increasing supply, by producing more and more, rather than by restricting demand through high prices.

"The one satisfactory answer to the danger of inflation is more and more production. Given co-operation and support by the Canadian people, anti-inflation controls will keep prices in check while production, at home and abroad, is catching up with demand.

"The Government's policy," he continued, "— one of gradual and carefully controlled readjustment—will permit price increases only when they are needed. As time goes on, it may not rule out some gradual and moderate increase in wages and salaries, in the price level, and in the cost of living. It is no longer feasible to attempt rigid maintenance of the price level. It is quite conceivable that by the time full 'decontrol' is achieved, the level of Canadian prices may be moderately higher than is the case to-day.

"There is a great deal of difference between a gradual and planned policy of adjustment to post-war conditions, which may involve some modest increase in prices; and a policy of rapid removal of anti-inflation controls. The objective of the Government's policy is to continue to protect the people of Canada from a sharp upswing in prices and living costs, and from the inevitable aftermath of deflation, unemployment and distress. Its purpose is to protect the value of wages and wartime savings. It is aimed to help to open larger markets both at home and abroad, and thus hasten progress toward the high level of peacetime production and employment which is our leading economic objective. With the intelligent support of the Canadian people Canada's anti-inflation program will achieve its aim. It will bring our country through the most destructive war in history and its aftermath without the economic and social disruption which have been the sorry heritage of past conflicts."

Changes in Wage Control

Adjustments in the Wartime Wages Control Order (P.C. 9384, December 9, 1943) are made by Order in Council P.C. 348 of January 31, 1946.

Order in Council P.C. 9354 had authorized War Labour Boards to approve an increase in wage rates only where a gross inequality or a gross injustice could be shown.

When the Order came into force the Government declared, as its policy that it would take all practical measures to stabilize living costs at the level existing in December, 1943, and announced that the whole stabilization program would be reviewed if an increase of more than 3 per cent occurred. Since that time the cost of living index has risen by less than 1 per cent.

The new Order is announced as the first step towards the ultimate removal of wage control.

War Labour Boards will now be guided by comparing wages in one plant or industry with other comparable plants or industries rather than by the former more rigid standard of gross inequalities and injustices. The Boards may also authorize an employer to vary wage rates on a basis which is otherwise reasonable in the circumstances, and which is consistent with maintenance of existing prices of goods and services.

The Prime Minister declared that wage increases granted under the Order would not be recognized as grounds for price advances. "If such were permitted," he said, "it would simply invite a series of price increases in line with every advance in wage rates—a process which would set the inflationary spiral in motion."

In the words of the amending Order, a Board may now

authorize or direct an employer to increase a single rate or the rates of a range established by him under this Order or by or pursuant to a direction of the National Board for an occupational classification of his employees if and to the extent that the National Board finds that such rate or rates are low in comparison with the rate or rates generally prevailing for the same or comparable occupational classifications in the same locality, or if there is no such occupational classification in that locality, then for the same or comparable occupational classification in a locality which, in the opinion of the Board, is comparable; or may authorize an employer to vary a single rate or the rates of a range on such other basis and to such extent as in the opinion of the National Board is reasonable in the circumstances and consistent with the maintenance of existing prices of the goods and services which the employer sells.

The new Order also permits free collective bargaining over vacations with pay, off-shift differentials, hospital aid plans, annuities, pension plans, and group insurance plans.

It furthermore provides for the return of jurisdiction over minimum wage rates, hours of work and vacations with pay to the provinces, effective June 30.

Statement of Minister of Labour

In announcing details of the amendments, the Honourable Humphrey Mitchell, Minister of Labour, declared:

"The economic stabilization measures, by permitting an earlier and easier changeover from war to peacetime production, have protected the purchasing power of Canadian incomes whether they originate as old age and retirement pensions, children's allowances, veterans' pensions and allowances, mothers' allowances, workmen's compensation payments, or wages. In effect, the policy has been, and will continue to be, to protect the real value of all sources of income.

"Nevertheless, the War Labour Boards, composed equally of employee and employer representatives, have provided a means for review and revision of inconsistent wage rates within an industry, and notwithstanding limitations on wage rate revisions necessary to the stabilization policy, wage rates have, on the average, increased considerably more than the increase in the cost of living during the same period.

"The cost of living bonuses payable under earlier wage orders and incorporated in existing wage rates in 1943, are part of this general wage increase.

"The Government nevertheless recognizes the desirability of lifting all emergency economic controls as quickly as possible. Naturally it is not to be expected that the pressures that make for inflation, developed during five years of war, would be dissipated in a period of a few months, and, in fact, inflation pressures are still strong.

"However, the Government now believes that it is possible to make a number of amendments in the Wage Control Order as a first step towards the orderly return to the normal processes of collective bargaining and provincial jurisdiction over wage matters. The success of the stabilization program has been due to the co-operation given by the provinces and employees and employers under the Dominion regulations. The amendments give added flexibility in the adjustment of wage rates and working conditions, both of which are important. . . .

"Knowing as they do the ultimate benefit which both wage-earners and employers, and their respective organizations, will derive from their continued support of the economic

stabilization policy, I am confident that during the important transition period of the next few months, they will lend their support to these new developments."

Text of Amendment

This new Order, P.C. 348, makes the following changes in Order in Council P.C. 9384:

1. Section fourteen is amended by striking out paragraph (c) thereof and substituting the following:

"(c) to make provision for orderly rectification of wage rates which are low in comparison with the rates generally prevailing for the same or comparable occupational classifications in the same or comparable localities or which are otherwise not reasonable in the circumstances, insofar as this is possible consistent with the paramount principle of the maintenance of stability in prices,"

2. Section twenty is amended by striking out paragraphs (a) and (b) and substituting the following therefor:

"(a) authorize or direct an employer to increase a single rate or the rates of a range established by him under this Order or by or pursuant to a direction of the National Board for an occupational classification of his employees if and to the extent that the National Board finds that such rate or rates are low in comparison with the rate or rates generally prevailing for the same or comparable occupational classifications in the same locality, or if there is no such occupational classification in that locality, then for the same or comparable occupational classification in a locality which, in the opinion of the Board, is comparable; or may authorize an employer to vary a single rate or the rates of a range

on such other basis and to such extent as in the opinion of the National Board is reasonable in the circumstances and consistent with the maintenance of existing prices of the goods and services which the employer sells."

3. Section twenty-three is amended by renumbering the same as subsection one of section twenty-three and by adding the following as subsection (2):

"(2) Notwithstanding anything contained in this Order on and after June 30, 1946, it shall not be necessary for an employer to obtain a direction from the National Board (a) to increase a wage rate paid by him to an employee in an occupational classification to the minimum wage rate established for the occupational classification of such employee at any time after November 15, 1941, by or pursuant to powers conferred by provincial minimum wage legislation; (b) to comply with the provisions of any provincial legislation concerning hours of work or vacations with pay."

4. Section twenty-five is amended by renumbering the same as subsection one of section twenty-five and adding the following as paragraph (c):

"(c) pursuant to an agreement with his employees or their representatives, from establishing or altering a term of employment concerning vacations with pay, off-shift differentials, hospital aid plans, annuities, pension plans or group insurance plans."

and by adding the following as subsection two:

"(2) A change in conditions of employment made by an employer pursuant to paragraph (c) of subsection one of this Section shall not be deemed to constitute grounds in support of an application to any other agency of government for permission to increase the maximum prices of his goods or services."

Suspension of Price Ceilings

Following the statement of the Prime Minister respecting price, wage and salary control policy, the Right Hon. J. L. Ilsley, Minister of Finance announced the list of goods and services on which the price ceiling has been suspended effective February 1, 1946.

The Minister urged that this initial step in price de-control should not become the signal for numerous price advances. He stated that the Wartime Prices and Trade Board had conducted a survey during the previous week in the principal cities across Canada to determine the actual selling prices at retail of a wide variety of goods, including those being suspended from the ceiling. Further surveys of this nature will be conducted so that the Board will be aware of price changes at the retail level.

The Minister made it quite clear that the Board would not hesitate to re-impose ceilings if any unreasonable price advances occurred. Speculation or the withholding of goods from

the market would result in the Board exercising its powers of requisition at former ceiling prices.

The Minister did not rule out the possibility of price adjustments in certain fields but was very definite in his view that there was no need or occasion for any general rise in price of the goods affected. In some cases, due to the ability of manufacturers and distributors to adjust prices of goods which were out of line, there should be reductions in prices.

The suspensions from the price ceiling apply to imported goods as well as to domestic goods. Many of the goods in question are of a luxury character and prior to the war were imported in considerable quantities and their renewed importation will be facilitated as a result of to-day's action.

At the same time there was released a copy of a letter Donald Gordon, Chairman of the W.P.T.B. had sent to several hundred representative manufacturers, wholesalers and re-

tailers handling the goods in question, emphasizing that the dangers of inflation were not past, and the importance of orderly de-control, and requesting their co-operation.

Board Order No. 596, which suspends the ceilings on the goods and services in question, requires that every seller of such goods and services continue to retain all records of past and future sales and purchases of such goods and of the maximum prices for them.

List of Items

The list of items from which price ceilings have been lifted is as follows:

PART I—GOODS

1. Aircraft and complete parts thereof.
2. Artificial flowers and decorative feathers.
3. Artists' pallets and easels.
4. Bleaches packaged or bottled for household use.
5. Books, including reprints, periodicals and pamphlets, but not including blank or partially blank books intended to be filled in.
6. Cleaning fluids and preparations as follows: sweeping compounds, spot removers, cleaning fluids for clothes, rugs, drapes, upholstery and other fabrics; car and wall cleaners.
7. Cosmetics, toilet preparations and perfumes, not including soaps, shampoos or dentifrices.
8. Drugs; proprietary and patent medicines; household remedies.
9. Foods as follows: hops; dessicated coconut and whole coconut; preserved horseradish; edible tree nuts; olives; dehydrated vegetables; preserved ginger; ice cream stabilizers, excluding gelatine; dehydrated or evaporated bananas; fruits in brine or sulphured, including citrus skins and citron; maraschino type cherries; candied, glace or drained fruits and candied or drained peels and citron.
10. Firearms, ammunition, explosives and fire-works.
11. Games of all kinds; accessories and equipment (other than furniture such as card tables or articles to be worn or articles chiefly of woven fabrics such as card table covers) for games and sports except the following: baseball, softball, rugby, soccer, basketball, volleyball, handball, tennis, badminton, golf, lacrosse, ice and field hockey, skating, skiing.
12. Hairdressing accessories, such as bows, bandeaux, barettes, fancy combs and ornaments (but not including hair nets, hair pins or bobby pins) and curlers, wavers and rollers other than those designed for use primarily in beauty parlors.
13. Jewellery of any material for the adornment of the person including diamonds and other precious and semi-precious stones, but not including watches and clocks.
14. Objects of art and household articles designed chiefly for decorative rather than utility purposes, but not including furniture or articles of fabric; articles designed for the observance of religious rites, other than articles to be worn or other articles of fabric; candles of all kinds.

15. Pictorial post cards, greeting cards, calendars and similar artistic cards or folders.

16. Photographs, pictures (other than of fabric) and picture and photo frames.

17. Printed music, bound or in sheets, and music for mechanical player pianos.

18. Polishes as follows: metal, silver, brass, glass and window.

19. Shaving accessories, including blades, strops, hones, and sharpeners, but not including razors, soaps or shaving creams.

20. Smokers' accessories, including pipes and cigarette papers but not including lighters, wearing apparel or articles of furniture.

21. Refined silver and articles of sterling silver.

22. Sundry household articles as follows: hangers (coat, dress, skirt and trousers), stocking, sock and sweater driers, shoe trees and stretchers, corner brackets, corner shelves, wall shelves, bird houses and cages, book ends, holders (flower pot, broom, match and match box) lawn ornaments, paper cutters and weights, tie racks, blanket holders, cutlery boxes, powder boxes, grocery pick-ups.

23. Tobaccos, cigars and cigarettes.

24. Toys, dolls, children's sleighs and children's wheel goods, but not including children's furniture, baby carriages on wheels or runners, or bicycles.

25. Used goods (but not scrap goods) as follows: machine tools, sheet metal working machines, wood working machines; clothing; industrial sewing machines, cameras, binoculars, lenses and photographic equipment; beer bottles, bottles and jars for food and food products; pharmaceutical bottles, toilet goods bottles and proprietary medicine bottles; washed and unwashed wiping rags; wine and spirits bottles; metal pipe; steel shafting; structural steel; and all other used goods the maximum price for which has not been fixed by any order specifically referring to those goods.

26. Women's millinery.

27. Yachts, boats and canoes.

PART II—SERVICES

1. The making, dressing, dyeing and repairing of furs, fur pieces and fur garments.
2. The manufacturing of private formula medicines or toilet goods on a custom or commission basis; the packaging of household drugs or toilet goods on a custom or commission basis; the manufacture of dentures and plates for practising dentists; the cleaning, processing and drying of seeds on a custom or commission basis; the processing, packing and storing of raw leaf tobacco on a custom or commission basis.
3. Publishing, printing, engraving and matrice plate and die making services; the installation, repairing and maintenance of printing presses and printing machinery.
4. The repairing and maintenance of plant machinery and equipment and office inter-communication systems; the installation, repairing and maintenance of commercial refrigeration, air conditioning equipment, industrial sewing machines and machine tools; the installation, repairing and maintenance of municipal service equipment, including fire fighting equipment; the repairing and maintenance of type-

writers, office machinery and equipment, office and accounting machines, hospital and physicians' equipment, surgical instruments, sterilizers, dental units and chairs; the installation, repairing and maintenance of household furniture and appliances; the repairing and maintenance of bicycles.

5. Services performed by optometrists and opticians, developing and printing of photographic films and plates; engraving, repairing and maintenance of jewellery of all kinds, including clocks, watches, silverware and gold-

ware; the making of personal portraits by professional photographers for a price.

6. The supplying of electricity, gas, steam or water (except by a landlord to a tenant); the supplying of telegraph, wireless or telephone service; the transportation of persons except by steam railway; the provision of dock, harbour or pier facilities.

7. The washing of bottles and wiping rags; the washing, repairing and maintenance of barrels, kegs and drums; the sewing and repairing of used bags and bagging.

Modification of Salary Control

The Wartime Salaries Order, which is administered by the Department of National Revenue, has been amended to enable the administration to "take into consideration, with a view to adjustment, those salaried officials whose rate of salary is unduly low having regard to the rates paid for substantially similar services in the same or other business."

The Hon. J. J. McCann, Minister of National Revenue, declared: "It is anticipated that under the Order as now amended all anomalous and unreasonable circumstances can be dealt with within the terms of the Order.

"The amendment is not to be taken as a lifting of the salaries control but rather as indicative of the fact that special cases of hardship and unfairness may be dealt with either individually or as a group. Otherwise the control continues."

The new order (P.C. 349, January 31) amends the original order (P.C. 1549, Feb. 27, 1942) as follows:—

1. By striking out the words "in exceptional circumstances" in sub-paragraph (f) of paragraph 3 thereof.

2. By inserting the following paragraph as sub-paragraph (g) in paragraph 3 thereof immediately following sub-paragraph (f) thereof:

"(g) Authorize an employer to increase the rate of salary paid to a salaried official whose rate of salary is unduly low in relation to a reasonable and proper rate, having regard to the salary rates payable to salaried officials for the same or substantially similar services in the same business or in like businesses, provided that the new rate of salary authorized by the Minister shall not exceed a reasonable and proper rate so determined."

3. By striking out the three paragraphs immediately following new paragraph 3 (g) and substituting therefor the following:

"Application for permission to pay an increased rate of salary to a salaried official pursuant to this paragraph shall be submitted by the employer to the Minister on the prescribed form setting forth all the facts which, in the opinion of the employer, warrant the proposed salary adjustment.

Increased rates of salary to be paid to salaried officials pursuant to this paragraph shall not be authorized with retroactive effect for periods exceeding three months from the first day of the month in which the application is received by the Minister, unless in any special case there are circumstances which, in the opinion of the Minister, justify approval of an earlier effective date.

No payment of an increase in salary pursuant to the provisions of sub-paragraphs (e), (d), (e), (f) or (g), or on account thereof, shall be made to a salaried official until notification has been received by the employer from the Minister stating that an increase in salary has been approved and the amount thereof.

The decision of the Minister as to whether an increase in salary is to be permitted under the terms of such sub-paragraphs, and as to the amount thereof shall be final and conclusive.

If any increase in salary has been approved and a new salary level established in accordance with this paragraph, the provisions of this Order shall apply to such salary level from the effective date of that increase as if it had been established at November 6, 1941."

4. By striking out paragraph 5 thereof.

5. By adding the following words to the end of paragraph 7 thereof:

"provided that in cases where a disallowance of the full amount specified herein will work severe hardship, and the Minister is satisfied that the amount was paid by reason of a misunderstanding of the terms of this Order, he may determine the amount to be disallowed under this paragraph."

Recommendations of Boards of Conciliation in the Matter of Union Security

FROM the institution of the Wartime Labour Relations Regulations in March, 1944, to December 31, 1945, 147 Boards of Conciliation have been established, of which 132 have reported with 15 reports pending.

In 125 of the 132 Boards of Conciliation which have reported, union security has been at issue, and 90 (72 per cent) of the Boards have recommended some form of union security. Union security has thus been recommended by five out of every seven Boards dealing with the subject.

The unanimous or majority recommendations of the Boards with respect to the various forms of union security are expressed below, numerically and as percentages of all cases involving union security.

	Number	Per Cent
Number of Boards of Conciliation established	147	
Number of Boards of Conciliation reporting to date.....	132	
Number of Boards of Conciliation before which union security was at issue	125	100
Number of Boards of Conciliation recommending some form of union security	90	72
(a) Boards recommending both check-off and maintenance of membership	24	19.2
(b) Boards recommending check-off solely	50	40
(c) Boards recommending maintenance of membership solely	11	8.8
(d) Boards recommending union shop and check-off.....	3	2.4
(e) Boards recommending union shop solely	2	1.6
The findings of the Boards may also be expressed as follows:—		
(i) Boards recommending check-off (see (a), (b) and (d) above)	77	61.6
(ii) Boards recommending maintenance of membership (see (a) and (c) above)	35	28
(iii) Boards recommending union shop (see (d) and (e) above)	5	4

The form of union security that has generally been asked for by unions is the union shop. Under a union shop agreement a com-

pany may hire non-union members, but these new employees must join the union within a specified period of time.

In no case has a Board of Conciliation recommended a closed shop agreement, but a union shop has five times been recommended, three times in majority reports, with the employer's nominee disagreeing, and twice unanimously. In three of these cases a modified form was recommended which does not require existing employees who are non-union members to join the union, but requires all new employees to join after a specified time.

Where the union shop has been refused Boards have frequently recommended a maintenance-of-membership clause as a compromise measure of union security. Such an agreement requires all employees who are union members when the agreement is signed, and all those who subsequently become members, to retain their membership as a condition of continued employment. Maintenance of membership has been recommended by 35 Boards.

A more commonly proposed form of union security has been the check-off of union dues, which has been recommended by 77 Boards. The type of check-off clause generally favoured by Boards is the so-called "voluntary" form, under which each employee must make a written submission to the employer, authorizing him to deduct each month the amount of the union dues, and to remit the amount to the union treasurer.

Under the Wartime Labour Relations Regulations, Boards of Conciliation are appointed when negotiations for an agreement have been unsuccessfully continued for thirty days following certification of bargaining representatives; and, further, a conciliation officer has been unable to bring about a settlement and reports that in his view an agreement might be facilitated by the appointment of a Board.

Boards consist of representatives of employers and employees and a neutral chairman. Their recommendations are not binding on the parties to a dispute.

Location and Effects of Wartime Industrial Expansion in Canada 1939-1944

THE Directorate of Economic Research of the Department of Reconstruction has issued a report entitled, "Location and Effects of Wartime Industrial Expansion in Canada 1939-1944".

The study deals with the industrial change that has taken place in Canada during the war years. Because reconstruction has had to start from that change, the study is designed to present an outline of its dimensions and its effects upon the Canadian economy. "It is against this background, as well as the vision of the future, that reconversion is to be considered".

Although reconversion and re-employment are national matters, the report states, reconstruction policies will have to take into account differences and peculiarities of regional and local industrial development and conditions. Towards this end the report emphasizes the need for considering employment in terms of "areas", "basic industries" and "occupations".

The study was initiated by the Advisory Committee on Reconstruction in 1942 together with a number of surveys and reports in accordance with the Committee's terms of reference to collect, receive and arrange information with regard to reconversion policy and activities in Canada and abroad. (L.G., 1943, p. 1467; 1944, p. 150). When the Committee had completed its work toward the end of 1943, a compilation of wartime industrial employment statistics up to the middle of that year had been prepared. It was deemed desirable however to delay the preparation of the report until (a) war production in Canada had passed its peak, which was in the last quarter of 1943 and (b) a certain distance from the task of industrial adjustment for war allowed proper appraisal of the re-employment problem.

The task of developing the concept and the statistical presentation of the survey was undertaken by Dr. L. C. Marsh, the Research adviser of the advisory committee on Reconstruction. The report was prepared under the supervision of Dr. O. J. Firestone.

Extent of Wartime Industrial Expansion

In a summary of its principal findings, the report states that Canada's manufacturing capacity has, during almost six years of war, increased at a rate unsurpassed in her history,

hastening the process of industrialization that had been accomplished during the period between World War I and World War II. In 1919, agriculture was Canada's most important industry, contributing 44 per cent to the total net value of commodity production, amounting to \$3.3 billion against 33 per cent for manufacturing. By 1939, this position was almost reversed, with manufacturing contributing 39 per cent to the country's total net value of production of \$3.2 billions, as against 22 per cent for agriculture. By 1943, manufacturing had increased its lead to 54 per cent of the total of \$6.3 billion, while agriculture, in spite of very substantial contributions to feed millions of Canadians at home and allied nationals abroad, made up only 20 per cent of the net output. A similar trend is indicated for the remaining war years.

In Canada the most striking result of the war is the rapid expansion of productive capacity in manufacturing industry. To-day Canada stands ready and equipped to produce more goods in more varieties than at any other previous period. The net value of production in manufacturing during the period 1939-1943 increased 167 per cent; the number of employees increased 92 per cent while the payroll rose 160 per cent. This substantial expansion came from the contribution which Canadian industry made to the war effort of this country. Employment in war industry (employment on direct and indirect war production and construction, and the war content of employment in ancillary industries) reached a peak of 1,166,000 on October 1, 1943, and then began to taper off as war production programs were continuously curtailed. By V-E Day (May 8, 1945) employment in war industry had declined to 888,000 and on V-J Day (August 14, 1945) it stood at 600,000.

The war necessitated the establishment of new industries, new factories, shipyards and munitions plants; while many existing industries underwent marked expansion. Some industries with relatively small employment before the war attained such wartime development that it was tantamount to the creation of a new industry rather than the expansion of an old one. Advances were made in the production of finished goods and equipment, some of which were of a type quite new to Canadian industry and had previously been imported from abroad. Much of this industrial

expansion occurred in secondary industries, as in the rapid development of a Canadian tool-making industry, the growth of the chemical industry and the rapid expansion of aluminum production. While some munitions plants, because of their location or equipment, are proving to be of no value in peacetime production, the remaining increase in industrial productive capacity is available for economic utilization. The war then, as the result of the munitions program, saw the emergence of a vastly expanded industrial structure much of which it is intended to retain for peacetime use.

Up to V-J Day the government had spent \$706 million on industrial plant expansion, excluding tooling costs. Of this amount, 75 per cent represents investment in plants wholly owned by the Crown. It is estimated that two-thirds of this industrial capacity created during the war years can be put to good use for peacetime productive efforts. Of course, the present use-value of the original investment will be considerably less than two-thirds of the initial expenditure because of the need to allow for depreciation and obsolescence. An additional \$500 million of war industrial expansion was undertaken directly by private industry and represents the amount authorized under the War Exchange Conservation Act and by the War Contract Depreciation Board. Information available indicates that at least 70 per cent of this investment will have a post-war value.

New Products

Canadian manufacturing industries are planning to expand and produce many new lines, including at least one hundred major products never before manufactured in Canada. For example, end-products range from inter-city buses, prefabricated houses, glass fabrics and plastic products to a myriad of household articles. The development of the toy industry in Canada gives promise of an end to reliance on foreign countries. Primary materials and components of manufactured articles include ball and roller type bearings; polymer flake, an important material for nylon fabrics; special type yarns; synthetic resins; titanium dioxide for all types of paints. The list of new products includes medicines and chemicals as well as many types of plant machinery and equipment never before made in Canada.

Problems of Reconversion

The transition period of industrial reconversion presents two problems. The immediate problem is of a technical nature and relates to the reconversion of plant and equipment engaged in wartime production to use for peacetime production. The second problem

is one of a substantial re-alignment of the labour force and involves absorption into peacetime industry of demobilized service personnel and of workers who have been engaged in the manufacture of war goods. Absorption into civilian industry of former war workers in turn involves migration of industrial workers from wartime boom towns and from areas inflated in employment, due to war industries, to other areas and sources of employment. While this problem is proceeding to solve itself with the termination of war contracts and the shutting down of plants for re-tooling, it will extend into the future for a much longer period than will the process of technical reconversion.

The munitions, aircraft and, to a lesser extent, the shipbuilding industries are difficult to convert from war to peace; the automotive, metals, and miscellaneous industry group comprising such industries as lumber, food processing and textiles, are, on the other hand, fairly readily convertible. In munitions, aircraft and shipbuilding, where marked wartime expansion occurred, substantial declines in employment were registered as war contracts terminated. During the period May 1 to October 1, 1945, employment in the munitions industry declined from 63,000 to 20,000, in the aircraft industry from 59,000 to 18,000 and in the shipbuilding industry from 64,000 to 44,000. The iron and steel, aluminum, chemical and abrasive industries whose productive capacity has increased extensively during the war years showed a much smaller decline in employment than the direct war manufacturing industries because in these fields decline of war employment was offset by expansion in civilian employment.

The absorptive capacity of the economy during the present period of re-adjustment is well indicated in many of the plants hitherto engaged on war contracts. In a large number of companies carrying out about 76 per cent of war manufacturing, the decline in war employment between May 1 and September 1 of this year was offset to the extent of 51 per cent by an expansion of civilian employment. Such an expansion is significant in that in this segment of manufacturing are to be found the major problems of conversion and of non-convertible capacity; and also because a substantial shift from war work has been accomplished without the workers being obliged to change their place of employment. To the extent that such a shift takes place, dislocation is minimized.

Greater Employment Anticipated

Operation of the new industrial facilities and especially of manufacturing facilities at much higher levels than in 1939 will give employment

to more workers than were employed in Canadian factories and in the trades dependent on them before the war. Some of this new industrial capacity will find outlets in the home market. Industrial expansion, however, has been on a scale that far exceeds the possibilities of domestic consumption, and markets abroad are necessary to keep Canadian industrial facilities operating at levels approaching their new capacity. A change can be expected, therefore, in the relative importance of the items comprising Canadian export trade, with manufactured products making a larger contribution to the total volume and value of export trade, and hence to the national level of employment and income. Imports have hitherto consisted largely of manufactured goods, but now with Canadian factories in a position to produce many of the things previously imported, raw materials and semi-processed items may become more important relatively as items in the volume and value of import trade.

Changes in Population

During the war there were not only transfers of employment from one field to another but also from one region to another. Large inter-provincial migrations of workers led to substantial shifts in the geographical distribution of the population. The general direction of the exodus was mainly from the non-industrial regions to the industrial regions—from the Prairies to British Columbia and Ontario—which were the main recipients of inter-provincial migration. Quebec also contributed slightly to this migration while in the Maritimes, Prince Edward Island and New Brunswick contributed population to Nova Scotia. Within regions there has been a great movement of the population from rural to urban areas with the chief shift toward the large cities—the metropolitan centres. The war speeded up the existing trends towards increased urbanization and the drift toward the industrialized sections of the country due to the greater job opportunities there as compared to the agricultural regions. During the period 1939-1944, Ontario, Quebec and British Columbia ranked highest in total employment with employment in war manufacturing chiefly concentrated in the highly industrialized areas of Ontario and Quebec and to a lesser extent

in British Columbia and Nova Scotia. These provinces have the heaviest concentration of the inconvertible segments of war manufacturing.

Principal Industrial Areas

The principal industrial areas are the metropolitan centres of the country. These centres not only attracted workers in the provinces in which they are located but also drew employees from other provinces, and as a consequence, their wartime growth has been relatively much greater than that of their respective provinces. This great increase in wartime employment in the leading centres was largely due to the existence of plant and equipment facilities which could be readily adapted to wartime production as well as to the concentration of more or less skilled labour in these localities.

Because of the production declines taking place in essentially wartime industries, the problem is to place portions of the labour force in civilian industries experiencing labour shortages in the various centres and to retain others in those direct manufacturing groups converting to production of peacetime counterparts. The successful solution to this problem will depend upon the conditions present in the various centres in respect to the type of industries, attractiveness of the alternative employment opportunities and whether expansion of civilian employment will develop sufficiently to take up a great part of the slack of the decline. The study lists seven principal metropolitan centres namely: Montreal, Toronto, Vancouver, Hamilton, Windsor, Quebec city and Winnipeg, and presents an analysis of the problems and possible developments in the respective centres. Summary tables and detailed charts on Wartime Industrial Employment for selected dates, 1939-1944 are contained in the report.

Summarizing, Canadian industry, grown in stature and capacity, has demonstrated in recent years the potentialities that lie in making full use of the resources (human and natural) of the country. If adequately utilized, the experiences gained, the techniques developed, the capacities created and the skills acquired in the field of manufacturing industry, hold promise for increased returns for the Canadian people in terms of raising their standard of living.

Operations of Consumers' Co-operatives in United States, 1944

THE Bureau of Labour Statistics of the United States Department of Labour has issued a bulletin outlining the operation of consumers' co-operatives in that country for 1944.

It states that "continued expansion in both membership and business was exhibited by the whole co-operative movement, with the exception of credit unions. Up to 1942 credit unions surpassed all other types; in that year, however, its statistics began to reflect the wartime conditions (restrictions on instalment credit, diminishing consumer supplies, higher earnings with consequent lessening credit requirements)." In 1944 however the decrease was checked and a slight upturn occurred.

The distributive and service business of local associations achieved an all-time high during the year of 568 million dollars and the regional

and district wholesale associations supplying them reported an aggregate business of 155 million dollars. Service federations had a 7½ million dollar turnover. The volume of this local service business, which includes a wide variety of associations, such as those furnishing rooms and meals, housing accommodations, medical care, funeral service, water, cold-storage lockers, recreation, etc., has remained quite stationery in the past 15 years. The report states that "it would appear that one of the fields offering great possibilities for co-operative development is that of service."

Activities of Local Co-operatives

The retail distributive associations, consisting mainly of stores and buying clubs and petroleum associations, have evidenced considerable growth in membership; stores and buying clubs

MEMBERSHIP AND BUSINESS OF CONSUMERS' CO-OPERATIVES IN UNITED STATES BY TYPE OF ASSOCIATION, 1944

Type of association	Total number of associations (estimated)	Number of members (estimated)	Amount of business (estimated)
<i>Local associations</i>			
Retail distributive associations.....	4,285	1,524,500	\$557,000,000
Stores and buying clubs.....	2,810	690,000	280,000,000
Petroleum associations.....	1,425	810,000	270,000,000
Other distributive ¹	50	24,500	7,000,000
Service associations.....	577	318,500	11,055,000
Rooms and/or meals.....	175	18,000	2,600,000
Housing.....	59	2,100	1,575,000
Medical and/or hospital care:			
On contract.....	50	95,000	1,300,000
Own facilities.....	18	45,000	2,100,000
Burial: ³			
Complete funeral.....	36	35,000	275,000
Caskets only.....	4	1,400	5,000
Other ⁴	235	122,000	3,200,000
Electricity associations ⁵	850	⁶ 1,149,700	60,960,000
Telephone associations ⁷	5,000	330,000	5,485,000
Credit unions ⁸	9,099	3,027,694	212,305,479
Insurance associations.....	2,000	⁹ 10,510,000	190,000,000
<i>Federations ¹⁰</i>			
		<i>Association members</i>	
Wholesales:			
Interregional.....	2	26	¹¹ 11,775,000
Regional.....	25	3,790	¹¹ 140,498,000
District.....	10	152	¹¹ 3,178,000
Service federations.....	21	1,500	7,820,000
Productive federations.....	12	150	14,895,000

¹ Such as dairies, creameries, bakeries, etc.

² Gross income.

³ Local associations only; does not include associations of federated type (included with service federations) or funeral departments of store associations.

⁴ Such as cold-storage, water-supply, recreation, printing and publishing, etc., associations.

⁵ Almost all of these are REA associations, data for which were supplied by the Rural Electrification Administration.

⁶ Patrons.

⁷ Data are for 1936; no information on which to base later estimate.

⁸ Actual figures, not an estimate.

⁹ Policyholders.

¹⁰ Figures here include estimates for nonreporting associations.

¹¹ Includes wholesale (and retail, where such was reported) business.

showed a larger rate of increase. This rate receded considerably in 1944, showing an increase of 19.6 per cent, compared with 28.8 and 30.8 in 1943 and 1942. Net earnings for associations showing profits averaged 4.6 per cent of sales; losses for associations incurring deficits averaged 1.5 per cent of sales. Corresponding percentages for petroleum associations were 7.8 and 6.7. Operational deficits in both groups were usually associated with high overhead resulting from small sales volumes. A considerable portion of earnings consisted of "patronage refunds" on goods bought from their wholesale associations rather than gains from retail distributive operations. In the various associations the wholesales refund constituted from about a fifth to a half of reported earnings.

"Although no general survey of insurance co-operatives was undertaken in 1944, in the United States, available reports indicate a considerable advance in this field of co-operative activity."

Activities of Central Organizations

The report states that "the membership and business of central organizations providing supplies at wholesale, numerous kinds of service, and manufactures in increasing variety continued their advance in 1944." A distributive and service business of over 151 million dollars was recorded, which resulted in nearly 8 million dollars being returned in patronage refunds.

Membership (local retail co-operatives) showed "a remarkable increase," most of it being accounted for by a few of the larger wholesales. In all 501 new affiliations took place during the year.

A number of the wholesales added to their facilities during the year and no association re-

ported voluntary discontinuance of any lines or services, although market shortages in some cases resulted in temporary inability to provide some items.

Without exception the reporting wholesales' distributive business increased considerably in 1944. Regional wholesales' averages increased nearly 18 per cent and district organizations recorded nearly 23 per cent. Five of the regional wholesales had a business exceeding 10 millions of dollars each in the year. National co-operatives showed an increase of slightly over 60 per cent. Appliances, hardware, and farm supplies accounted for the largest volume of business, followed in order by building material, groceries and automotive supplies.

SERVICES

The bulletin states that "services in increasing variety are being offered not only by the co-operative wholesale associations, but also by federations established for the sole purpose of providing services which the member associations either cannot or do not desire to perform themselves." As compared with 1943, the service business of reporting central organizations more than doubled, rising from \$5,163,060 to \$11,652,806.

Central Co-operative Production

Large proportions of both retail and wholesale earnings are the result of central-federation operation of productive plants. Co-operative production has increased very rapidly in the past few years. In 1944 the value of goods produced in co-operative plants in the United States, amounted to over 65 million dollars; an increase of more than twice the amount produced in the preceding year. "It is these productive enterprises that have proved to be the real money savers for co-operators."

Wages and Labour in Cotton Spinning in the United Kingdom

Recommendations of Commission of Inquiry

WAGE arrangements and methods of organization of work in the Lancashire cotton spinning industry have been considered by a Commission appointed last August under the chairmanship of Mr. Justice Evershed. Four representatives of the employers' association and four of the two unions in the industry made up the Commission which was formed as a result of conferences between the employers and unions held under the auspices of Sir Stafford Cripps, President of the Board of Trade. The Minister of Labour and National Service was asked to appoint a chairman for the Commission.

The purpose of the Commission was to review conditions and make recommendations for the removal of

characteristics of the wage structure or of the conditions of working which have acted, or may be justly regarded, as deterrents to recruitment, [so as] to make the cotton spinning industry reasonably attractive as an employment and a career . . . Secondly, and this point is complementary to the first—the provision of proper wages and proper working conditions at least fairly comparable with those offered by other industries to workers of light competence and similarly in accordance with present day standards, must be regarded as a first charge upon the energies and resources of the industry.

Before proceeding to discuss questions of wage structure and organization, the Commission makes some general observations concerning certain matters to which, it considers, attention must be given if the industry is to recover general favour. As regards provision for the welfare and comfort of the workers, the Commission emphasizes that the cotton spinning industry must immediately take such steps as are necessary to comply with present day standards and thereafter keep abreast of the times. Since the Chief Inspector of Factories has appointed committees to consider the elimination, as far as possible, of excessive heat, noise and dust in the mills, the Commission merely mentions this problem. There are complaints, too, about inadequate provision of lavatories, restrooms, rooms for changing clothes and other amenities.

Another point with which the Commission deals briefly but the importance of which it stresses is the necessity of a "good spin". The Commission believes that "bad spinning" will instantly undo all the good that may be expected to flow from their recommendations. They recommend that the employers' and

unions' representatives should get together at once with a view to establishing standards of spinning conditions and procedure for enforcing the conditions. It is remarked that

Bad spinning and disregard of the proper standard of amenities should be treated—as in fact they are—as evidence of business inefficiency. Inefficiency should have no place in the spinning industry which all desire to see established and flourishing.

The Commission's recommendations are designed:

first, to establish a scale of wages which (1) will provide both a proper basis of security and a just return for skill and industry, commensurate with the standards of the day and (2) will, so far as is possible, be free from anomalies and undue perplexities; and, second, to provide by methods of staffing and organization the most efficient use of the labour available and, for the worker, the elimination as far as practicable, of "blind alley" occupations, and proper prospects of promotion, not only to the highest grade of operative, but also for those with requisite skill, initiative and ambition through and beyond the operative grades to the responsible managerial and executive posts.

Certain general conditions are indicated by the Commission as affecting the industry at this time. Of paramount importance is the assurance that capital, management and labour are not serving opposing interests but are together concerned to provide the health and efficiency of the industry. The industry must improve its technical efficiency, adopt new machines and new techniques. On the workers' side, there must be readiness to work to improve productivity.

While the present shortage of labour and material continues, improvements in plant and equipment, including the provision of amenities, will inevitably be delayed. Because of the shortage of labour and of the need for production, the Commission makes no recommendation for a reduction in the present work-week of 48 hours. In emphasizing that the workers must be ready to make their full contribution of work, it is not implied that the work-loads of those who are now making their full contribution should be increased.

The Commission holds that if the cotton industry is to retain its position in world commerce it must encourage the substitution of mechanical processes for human agencies; it must eliminate waste of energy and effort by better arrangement of machines, better servicing arrangements, better deployment of

labour and by other means and must arrive at a just appraisal of work-loads. To assure the co-operation of the workpeople in assessing work-loads, the Commission stresses that it is of the utmost importance that representatives of the trade unions concerned should be invited by the management to join in the conduct and supervision of all investigations and experiments. Collective agreements, the Commission suggests, might well contain a clause requiring an employer wishing to introduce a new machine, or to make a new arrangement of machines or men, to give notice of his intention to the union concerned with an invitation to co-operate in the investigation and application of the new methods.

Need for Adult Male Labour

That the industry should make an appeal to young men and to adult male labour is a factor of fundamental importance to the reorganization of the industry, in the Commission's opinion. In the past, there has been a tendency to employ a large proportion of juveniles at low wage-rates and, among the adult workers, to have a preponderance of women. About 65 per cent of the adults employed in cotton spinning are women. The Commission considers that the disproportionate number of women is due, in part at least, to the relative cheapness of female labour. The present situation calls for a review of these conditions. The Government's policy is to discourage the employment of children and to raise the legal school-leaving age. Moreover, the birthrate has been declining. "Juvenile occupations with low wage-rates have survived the supply of juveniles." As regards women, they are "frequently employed, a tendency emphasized by wartime conditions and labour shortage, in occupations which are by their nature too heavy for them."

To ensure that the industry will attract male labour, the Commission considers that it should be regarded primarily as one of the adult occupations and that the opportunities of employment at all stages of production of adult male workers should be encouraged except in particularly light work adapted for female and juvenile labour. With this aim in view, the Commission recommends that a clear distinction should be drawn between skilled and unskilled work and that the skilled workers should, as far as possible, be relieved of cleaning, sweeping and other unskilled work, this class of work being done by ancillary labour, both juvenile and adult. In the Commission's opinion, many of the unskilled or ancillary functions are by their

nature inappropriate for juveniles and should be performed by adults and in many cases by men.

As to the relative wage-rates for men and women, it is considered that, since there must remain a number of occupations for which adults of either sex are equally appropriate and since, as long as labour remains scarce, women will continue to be employed in large numbers, the proper course is to define the occupations which should be regarded primarily as men's occupations and those which should be regarded as primarily women's occupations, to fix the rates appropriate to the different occupations, and to recommend that the rates so fixed should be payable whether the worker is a man or a woman. The Commission sees

no justification for paying different wages to male operatives doing a fixed task from wages payable to a female doing the same task. Such wage arrangements will in practice tend towards the greater employment of male adult labour.

For unskilled work, wages should be paid at rates adequate and appropriate for adult married men or adult women according to whether the particular task is regarded as one primarily appropriate for male or female labour respectively but without regard to the sex of the operative who in fact performs such task.

A system of minimum time-rates, supplemented, where appropriate, by piece-rates is, in the Commission's opinion, best adapted to provide on the one hand a just measure of security for the operative and at the same time an incentive towards the increased production which is so pressing a need.

This system of time-rates would assist in getting rid of the widespread practice of sharing the wages of absent workers which the Commission believes should be discontinued as soon as possible. Where operatives take on extra loads to make up for casual absences of other workers they should be paid at appropriate rates including overtime. In other cases, it may be best that certain machines should stop until they can be properly staffed. All existing bonuses should be incorporated in the minimum time-rates. These rates should, in themselves,

constitute an adequate and satisfactory wage, acceptable as such, when for reasons outside the operative's control the opportunity of earning the piece-rate wage is denied to him or her.

Further, the Commission was anxious that the time base wage should in effect provide a "guaranteed week" for the operative who is ready and willing to work, and this will follow where the operative is employed by the week, for in such cases unless and until a clear week's notice has been given and taken effect, the operative, if ready and willing to work, will be entitled to receive the minor basis wage.

Piece-rates, on the other hand, must form a real incentive to effort. Bearing in mind the circumstances of the industry, the Commission concludes that the piece-rate earnings of an operative of average skill and industry in a normal week should yield a wage not less than 20 per cent above the time base minimum. The time-rate minimum should apply in the case of all stoppages arising from causes beyond the operative's control but where such a stoppage amounts to four hours or less in any week the workers should be paid production rates.

New piece-rates or other variation should be negotiated by the employers' and operatives' representatives whenever new or improved machines or methods of organization make substantial changes. Great importance is attached by the Commission to assuring the workers that their additional efforts will not result in reduction of the piece-rate. It is recommended, therefore, that the publication of the piece-rate should be accompanied by such an assuring statement.

Wage-for-Age Scales for Juveniles

For juvenile labour, the Commission urges the adoption of wage-for-age scales, systematic vocational training, and apprenticeship. The practice of fixing wages according to age should be applied to all occupations into which juveniles are normally recruited. In order to promote the utmost fluidity and interchangeability of labour between occupations and departments in the industry, it is strongly recommended that the wage-for-age scales should, as far as possible, lay down uniform wages,

perhaps not a single scale, but one for skilled work and another for unskilled. These scales should embody time-rates which, in piece-work occupations, would constitute minimum wages. Wherever juveniles do work usually done by adults, they should normally be paid the adult rate for the job.

As regards the training of juveniles, the Commission recommends

systematic training for all skilled occupations by competent operatives specially selected for their ability to teach on sound lines and to look after the general well-being of the new entrants during the training period. The operatives concerned should, in our view, be paid time-rates in excess of their normal earnings or, alternatively, an increment to their piece-work earnings which will produce the same result.

Apprenticeship is recommended for mule spinning in which there are well defined steps of promotion. Before introducing apprenticeship on a larger scale, it is suggested that the recommendations on wages and labour in general should be implemented and their results watched.

An important recommendation is that for the replacement of the different "local lists" by one single or uniform code of wage ascertainment for each section of the industry. The system of local lists is considered to have no application to modern methods of work and has brought about many anomalies and complexities. In determining the uniform lists, regard should be had to the need for raising the general level of wages in the industry. In the Commission's opinion, there should be no reduction in the present wage levels.

Factory Inspection in Great Britain in 1944

Accident Prevention—Hours of Work—Health—Medical Examinations—Advisory Committees

THE annual Report for 1944 of the Chief Inspector of Factories in Great Britain recounts a story of further efforts to reduce accidents, to lessen the incidence of occupational diseases, to decrease hours of work, to extend and improve canteen services and other amenities, and to bring about the application of new ideas concerning proper ventilation and adequate lighting and the provision of suitable seats for workers.

In the early part of the year before D-Day, production was pressed to its peak, hours were lengthened in some industries and the construction of the "Mulberry" Harbours involved new methods in new and improvised places and the rapid drafting of labour into the area. But the expected crop of serious accidents did not occur.

In the closing months of the year, factory inspection work, in some aspects at least, was beginning to settle down to peace-time activities, but materials and labour were still scarce, worn-out or outmoded buildings and equipment of all sorts had to be made do, fuel was short and emergency permits for extended work hours, although fewer, had still to be issued.

Nevertheless, the lessons learned and the advances made during the war were not being forgotten or lost. Hours were reduced, particularly of women and young persons; safety organization in factories was extended and improved; progress was made in rendering effective the new requirements of the Factories Act, 1937 (for example, in regard to hoists and lifts on which there were only two fatal acci-

dents in 1944, compared with 20, 29 and 13 in the three pre-war years, and only 158 accidents in all compared with 490, 432, 304, in 1936-38 and 292, 246 and 193 in 1941-43); more suitable systems of local exhaust were devised and installed in dust and fume-producing processes; washing accommodation, now compulsory in all factories, is being gradually provided as the necessary fittings, materials and labour become available; as regards good lighting, now recognized as an important factor in preventing unrest, fatigue and accidents, while progress was made, it is proposed to impose on all factories by regulation in the near future certain specific requirements; the wartime extension of provision of seats for women and girls at work has led some factories to provide seats for men and to permit the workers to sit while on jobs at which they formerly stood. The question of seating facilities was considered by a special committee of employers, workers, outside medical opinion and factory inspectors and their recommendations are before the department.

Accident Prevention

The decrease in accidents reported in 1943 was continued in 1944. Fatal accidents fell in 1944 by nearly 18 per cent, and non-fatal by 9 per cent, a decline attributed, chiefly, to the decrease in man-hours of exposure to risk, partly to relief from strain and monotony. The war-time increase in accidents due to the great use of untrained labour is being brought under control. A rough estimate of the numbers employed in factories in 1938-44 permits the calculation of the approximate accident-rate per 1,000 persons employed. The rate rises from 37 for men over 18 in 1938, and 36 in 1939 to 53 in 1942 and 1943, but falls to 51 in 1944. For women over 18, it rises from 10 in 1938 to 28 in 1942 and 1943 and declines to 25 in 1944. For boys under 18 it moves from 46 in 1938 and 1939 to 59 in 1942 dropping to 55 in 1944. For girls under 18, the movement is from 14 in 1938 to 22 in 1942 and down to 20 in 1944.

The need for both safety regulations and safety education is emphasized. The law, it is pointed out, has its chief influence on accidents due to power-driven machinery and the continued fall in the percentage due to this cause (now 15.6 per cent) shows that this influence is still going on, and must be continued because so many of these accidents are the cause of mutilations and severe injuries. One effect of the tightening up of the law is shown by the figures for accidents on hoists and lifts given above. In connection with accidents occurring when the worker's

hair is caught in moving machinery, it is remarked that in too many cases the cause is still the lack of secure fencing, and investigation shows that some managements still rely on the women and girls wearing caps. A Metropolitan Magistrate quietened one particularly vociferous advocate on this point by remarking that "the law requires you to fence the machine not the girl."

Guarding of milling machines and power presses received special attention. Committees on both these problems have been set up and that on power presses has reported. (L.G., 1945, p. 1417.) A radical alteration in the standard of fencing milling machines is considered necessary, in view of changes in the technique of milling and the development of the "negative rake" and other devices. For power presses an interlocked fixed guard has been developed with a view to eliminating the deficiencies of the automatic guard and at the same time to give a degree of enclosure as good as an effective static fixed guard. The Committee has recommended, and the pressmakers have agreed, that in future, where fixed guards cannot be used, presses should be equipped and sold with interlocked fixed guards incorporated in their design.

Adequate protective footwear can make an appreciable reduction in the number of accidents. Vehicles and the falling of articles cause about one in seven of all reportable accidents and two-thirds of them would not cause much injury if the feet were protected. This protection consists of a specially designed toe-cap made of high-grade spring steel built into an ordinary working boot.

The higher accident rate among boys can be curbed by adequate training, proper supervision, prevention of fatigue and full compliance with the Factories Act. As regards training there is a growing interest throughout industry. Many firms release their young employees during working hours to enable them to attend day continuation classes or to secure effective training by other means. Training schools are being set up by many companies. Small firms co-operate with the local technical schools.

In general the schools aim at teaching technical subjects, probably to too great an extent, and most of them are to be found in the engineering and allied trades but even in the mass-production light industries there are a few attempts to give the young worker a more complete view of his function.

In the Chief Inspector's opinion, training along broad lines will give the best results, training that will give a knowledge of the scope of the work of the factory and thus

arouse interest in their own particular jobs. On this can be grafted a training in community spirit that will teach them to respect and use the amenities provided for the benefit of all and under right guidance might lead to a better appreciation of citizenship.

On the question of safety organization in factories, the Chief Inspector points out that while the definite requirements of the law and their enforcement by factory inspectors have reduced the percentage of accidents due to power-driven machinery to only 15·6 per cent of the total, progress in reducing the other 84 per cent can be made only by developing a safety organization within the plant. To aid in making these organizations widespread and effective, the assistance of the Royal Society for the Prevention of Accidents was enlisted in 1941 for a special accident-prevention campaign. The centre of each factory safety organization is the Safety Officer. His committee may be a safety committee or it may be a committee with other functions as well as safety. The Chief Inspector considers that the influence of a works committee on accident-prevention cannot be over-estimated. He believes that the most valuable contribution of the joint campaign of the Factory Department of the Ministry and the Royal Society has been the training of Safety Officers. Three residential ten-day courses were held with 120 students. The report states that—

the real object of the campaign is to secure a right attitude of mind towards accident prevention on the part of the higher executives in every works in the country and, as an aid to carrying out their policy, to help these executives in all the larger factories to have a trained officer who will be an expert of this technical subject and also the executive of the Safety Committee without which real success cannot be attained.... The irrigating effect throughout the country of the knowledge and enthusiasm developed by these officers has been clearly evidenced by the fact that the larger firms are always asking for additional places at future courses, and by the steady and considerable increase of local accident prevention groups.

As was pointed out in last year's Report, the primary function of a safety organization is not to "get at the worker".... The golden rule in preventing mechanical accidents has always been "make the machine safe". This is just as true in the case of non-mechanical accidents; the first attack must be on the process, the tool, the gangway—not on the worker. In the vast majority of cases the words, "the human factor" on the lips of a Safety Officer are an admission of failure. It is, therefore, a misdirection of energy to start by an attempt "to make the worker accident-conscious" by methods akin to high-pressure salesmanship. Education in method has its place but general exhortations to workers to be careful are of little value unless it is abundantly clear that the management has

done everything possible from its end. Even worse are those safety organizations, unfortunately not unknown, whose main activity, apparently, is to emit a network of rules which few workers can remember, let alone obey; and whose main purpose seems to be to enable the firm to say that the worker was breaking a rule whenever an accident happens.

Hours of Work

As regards young persons, a drive to carry out the recommendations made towards the end of 1943 by a committee of both sides of industry has brought about a substantial reduction in hours. The committee urged that there should be no departure from the hours laid down in the Factories Act except in cases of proved necessity on work of urgent national importance and, in such cases, that hours up to but never exceeding 48 hours might be allowed for those under 16 and hours up to but not exceeding 52, for those between 16 and 18, with an extension up to 55 in special cases.

Success in reducing hours in 1944 is shown in the Report. In July, 1944, average hours of youths under 21 were 46·7 as compared with 48 in 1943 and with 46·2 in October, 1938. Girls under 18 were working an average of 44·2 in July, 1944, a decline from 45·1 in 1943 and from 44·6 in July, 1938. For women, there was a decrease during the year from 45·2 to 44·6. The "emergency permissions" for hours not normally permissible have declined in both number and extent. Ninety-three per cent of the permissions for women and young persons on extended day-work and on day and night shifts were for 55 hours or less as compared with 77 per cent in 1943, and those for 52 hours or less amounted to 68 per cent as compared with 30 per cent in the previous year. These figures exclude the two 8-hour day-shift schemes and also the three 8-hour shift schemes in which hours are generally less than 48. They exclude also schemes for juveniles under 16 whose hours in no circumstances may exceed 48. Moreover, the permissions are for maximum hours allowed as distinct from actual hours worked. The latter are known to be considerably less than the permitted hours.

Certain factors have contributed to a reduction in hours generally. Managements have come to realize that long hours, particularly over lengthy periods, do not achieve the desired results in production. To the workers, reduction of night work and overtime, and free weekends brought about by other causes, have brought home the great relief that shorter hours can mean in their ordinary life, particularly after five years of war. The fuel economy campaign led to a drop in night

shifts, then to a cut in overtime and in work on Saturday afternoon, and finally, in some cases, to a five-day week. On this short week the Chief Inspector remarks, "As far as our experience goes, whenever it has been tried, it has been acclaimed by both managements and workers."

Industrial Health

In the field of industrial health, the Factory Department is receiving much support from the widespread public interest which new industrial processes and war conditions have brought about. The Senior Medical Inspector states his

belief that with the extension of education in these matters, the healthiness or otherwise of an occupation will become increasingly the dominant factor in the choice of an occupation. Inescapably, therefore, unhealthy occupations must be made healthy or they will languish and ultimately fade out for lack of labour. Most industries can be improved as far as health and safety are concerned, and it becomes of first importance that each should set itself to attack this problem first. Not only must this matter of occupational hazards be tackled but it must be evident that it is being tackled, and for this it is essential for Industrial Research and Industrial Health Research to be closely integrated on a national scale.

Assisting the medical inspectors are an Industrial Health Advisory Committee, an Industrial Dust Hazard Panel, and three Specialist Advisory Panels recently set up: Radiological, Ophthalmological and Dermatological.

Matters considered by the Ophthalmological Panel included the degree of eye-protection from infra-red radiation required by welders, first-aid treatment of eye injuries including the most suitable types of eye-drops for general use in industry, the maintenance of visual health in industry, infra-red drying processes, keratitis associated with exposure to n-butyl alcohol and epidemic kerato-conjunctivitis.

An interesting report is made in connection with the use in industry of radioactive substances and X-rays. The weekly dosage to which operators are exposed is determined by the Natural Physical Laboratory from dental films carried on their persons by the operators during working hours. Where film tests showed exposure in excess of 1.0 roentgen a week the cause was traced to faulty technique in some cases. Detailed inspections of certain premises were made by the Laboratory. In most factories the conditions were found by the factory inspectors to conform to the Factories (Luminising) (Health and Safety Provisions) Orders, 1942-43 (L.G., 1943, p. 1481). Measures for the further protection of luminisers using radioactive substances and the significance of skin lesions among such workers are being considered by the Radiological Panel.

Lead poisoning in the pottery industry was reported in 432 cases in 1897; in 1944 for the first time in the history of the industry no cases were reported. Twenty-six cases were reported in 1934. The closing down of many of the smaller works under the concentration scheme of the war years is considered a factor in the clean sheet of 1944. The Lead Regulations and, as a result of them, the technical development of the low solubility and leadless glazes are given credit for much of the improvement. No cases of lead poisoning were reported in printing or vitreous enamelling or in shipbuilding. The total of 41 cases, 5 fatal, is the lowest on record.

For dock workers, medical services have been developed in certain areas with the co-operation of employers and unions, Medical Staffs of the docks and the Dock Authorities, Local Authorities, hospitals and general practitioners. On the Liverpool side of the Mersey in the first year, 23,715 cases were dealt with of which 9,034 were new cases. Extension of the services to other areas is forecast but progress is slow because of the complexity of the problem in the large dock areas. Consideration is being given to the special health problems associated with handling certain types of cargo.

Medical Examination of Juveniles

The Factories Act requires every person under 16 years of age who is hired to work in a factory to be examined by an "examining surgeon" and certified fit for the job. A second examination may be required after an interval, or the surgeon may stipulate the conditions under which the juvenile, up to 18 years or less, is to be employed. Where a certificate is refused or revoked, the surgeon must, if requested, give to the parents in writing the reasons for the refusal or revocation.

In 1944, 3,578 juveniles were rejected out of 231,546; conditional certificates were issued in 11,014 cases; in 2,439 cases, provisional certificates good for 21 days or less were given to enable inquiries in past health records.

Boys over 16 years who may be employed in continuous industries such as iron and steel, paper, and glass, at night for not more than 144 hours in three weeks, must also be medically examined before taking on the job, and re-examined later at intervals not exceeding six months. Surgeons were instructed to reject any as to whose fitness there was any doubt. Of 5,831 boys examined, only 57 failed to pass the test.

Special regulations require examination of any person for employment in particular occupations. Under these regulations 354,176 examinations were made and the employment of 2,178 persons was suspended as a result.

Industrial Advisory Committees

Of special interest from the administrative point of view is a section of the Chief Inspector's Report which describes the industrial committees which have been set up from time to time to consider special problems. Such a committee may represent both employers and workers and also the Factory Department or it may include representatives of employers and the Factory Department.

Of the latter kind was a committee in the rubber trade established to devise efficient safeguards for calenders and extruding machines. Another such committee considered the fencing of heavy power presses and, after setting out the specification for guards, this committee recommended that a standing joint committee be formed to devise adequate safeguards for bending brakes or presses and guttering presses. The report of the standing committee of November, 1944, contains a specification of an interlocked fixed guard "which is far in advance of any general purpose guard previously in use or contemplated."

The prevention of accidents between the punches and dies of the most commonly used types of power presses was considered by another committee on which were represented the manufacturers of power presses, press-users and makers of safety devices as well as factory inspectors and others. This committee, too, set out specifications and standards of performance for guards and recommendations on inspection and the training of operators and tool-setters.

To prevent the inhalation of siliceous dust in the manufacture of tiles and other articles in the pottery trade was the object of another committee. Its recommendations included the provision of efficient drying methods and elimination of clay breaking, the adoption of pan grinding, the design of arks and of conveying systems, the introduction of automatic presses and fettling machines, approval of plans for new works and the prohibition of employment of young persons and women on certain processes.

Another committee made recommendations with a view to preventing silicosis in steel foundries.

Committees in the cotton and jute industries are expected to smooth the way for giving effect to some provisions of the Factories Act, 1937, which the war intervened to prevent and which pose some difficulties in old and overcrowded mills. Such problems include the proper spacing and layout of

machinery, provision of improved sanitary accommodation, installation of suitable washing and cloakroom facilities and the raising of the general standard of the amenities in the mills.

In a new industry—plastics, three committees have recently been set up to consider, respectively, the fencing of hydraulic process, welfare and amenities generally, and the design of moulding shops.

Enforcement

Inspectors engaged in seeing that the Factories Act and regulations are complied with numbered 387 at the end of 1944. These included superintending inspectors (men and women), medical, and engineering (civil, mechanical, electrical and chemical) inspectors as well as those on general duties.

It may be of interest to note here that factory inspectors in the United Kingdom are remunerated at a considerably higher scale than in Canada. Both men and women begin at £455 per annum increasing to £875 for men and £745 for women on general inspection; medical inspectors' salaries range from £750 to £1,200 (men and women), engineering from £455 to £1,100 or £1,200, and superintending from £950-1,100 for men and £775-940 for women. Deputy Chief Inspectors receive £1,200 and the Chief Factory Inspector from £1,450 to £1,650.

The Chief Inspector points out that more work will be thrown on the staff by the great changes in industry, the deterioration of machinery, plant and buildings due to lack of upkeep, the scrapping of old machines and the introduction of new machines and processes on an enormous scale. Further, while Inspectors must continue their police duties without which the general standards throughout the country will fall, the technical and advisory side of their work will become more and more important.

In the matter of court proceedings for violations of the Act and regulations, the report shows again that higher penalties are being imposed by the courts, due, in part, to the increased penalties provided in the 1937 Act but due, chiefly, to increased backing by the courts and the influence of public opinion. In 1944, there were 997 convictions. 41 charges were dismissed, penalties imposed amounted to £9,282 with £427 costs awarded against defendants. In 1938, 1,256 convictions brought penalties of £4,931 and £447 costs.

I.L.O. Report on the Training and Employment of Disabled Persons

THE problem of the employment of disabled workers has been tremendously aggravated by six years of war. Information concerning the measures proposed or adopted in various countries for the training and employment of the disabled has been published recently by the International Labour Office after a survey undertaken at the direction of the Governing Body of the Office. The Governing Body recommended that the report be factual and:

(a) That the report should cover all disabled persons who want employment, including those disabled by illness;

(b) That attention be paid to the vocational guidance of disabled persons at the earliest possible stage in their medical treatment;

(c) That attention be paid to policies proposed or adopted for employment of disabled persons under "sheltered conditions";

(d) That attention be paid to the importance of the co-operation of the public authorities with employers' and workers' organizations.

Certain principles for meeting the training and employment needs of disabled persons were embodied in the Employment (Transition from War to Peace) Recommendation, 1944, adopted by the International Labour Conference at Philadelphia. As these general principles are of a permanent character, they provided the point of departure for the present study and are set out in Appendix I to the Report. These principles include the general statement that for all disabled workers full opportunities should be provided for rehabilitation, specialized vocational guidance, training and re-training and employment, and, in addition, the following stipulations: that in applying this general principle, the employability of the worker should be the criterion; that medical services and rehabilitation and placing services should collaborate; that disabled workers, where possible, should be trained with other workers under the same conditions; that experience in their former occupations should be utilized where possible; that employers with suitable training facilities should be induced to train a reasonable proportion of disabled workers and that there should be specialized training centres for those who need special training; that equality of opportunity for jobs should be ensured on the basis of working capacity; that in particularly suitable occupations preference should be given to the

disabled; and that special centres for employment in useful work under non-competitive conditions should be provided for workers who cannot be fitted for normal employment.

After an introduction indicating the scope and character of the problem and pointing out how "disabled person" is defined in various countries for the purposes of specialized training and employment opportunities, the Report discusses the problem under the following chapter headings: general administrative organization, co-ordination of medical and vocational rehabilitation services, identification and registration of disabled persons, vocational guidance, training and re-training, special measures concerning the employment of disabled persons, sheltered employment for the severely disabled, placing arrangements, special conditions of work and comparative job performance.

Arrangements vary from compulsory measures, such as quota systems imposed by governments, to measures taken voluntarily by employers sometimes on encouragement from the Government. Great Britain has introduced a compulsory quota system, under the Disabled Persons (Employment) Act, 1944, (L.G., 1945, p. 1609), whereas in the United States employment of the disabled is almost entirely on a voluntary basis. Other plans being pursued include reservation of certain types of vacancies for the disabled, propaganda campaigns among employers and workers and special action on the part of employment services. In the United States, reluctance of employers to engage handicapped workers due to existing workmen's compensation laws is being overcome by the provision of "second injury" or "subsequent disability" funds, whereby the employer in whose employ a second injury occurs is no longer held liable for permanent total incapacity due partly to a prior injury.

The publication of this Report was expedited for consideration at the 27th Session of the International Labour Conference in Paris in October, 1945, and information is incomplete so far as certain countries are concerned.

The fact is stressed that public policies in many countries are in an initial or experimental stage. As more data are obtained, and more experience gained with the national programs now being undertaken, the Office hopes to present a more adequate report on the question.

Rehabilitation

Progress of Rehabilitation in Canada

THE Honourable Ian A. Mackenzie, Minister of Veterans Affairs has issued a statement outlining the progress made under Canada's rehabilitation program up until December 31, 1945.

The statement revealed that, as of that date, 16,457 veterans have undertaken vocational training; 20,882 are attending Canadian universities or qualifying for admission to them; and 13,050 veterans have been qualified under the Veterans' Land Act (L.G., Dec., 1945, p. 1769). It is hoped that 15,500 veterans will be settled under this Act during 1946.

In the past twelve months a total of \$12,677,000 has been paid out in re-establishment credits to 71,595 veterans, with approximately \$10,000,000 of this amount being used for home purposes. Officials of the Department of Veterans Affairs estimate that \$596,000,000 will be paid out under the scheme during 1946. Of this amount \$266,500,000 will be payments in gratuities and \$60,000,000 in re-establishment credits.

An outline of the Minister's statement is presented below:

Vocational Training

The Minister stated that vocational training is making an important contribution to Canada's future economy. After the last war only disabled veterans or those who enlisted as minors were eligible for training; this resulted in a large percentage of unemployed veterans during the years of depression, because of lack of skill.

"Today, veterans are realizing that there is a real opportunity available through vocational training and at the end of 1945, 16,457 veterans across Canada had taken advantage of it. They received a total of \$920,120 in the month of December alone in maintenance grants."

The Minister paid tribute to the co-operation received from the Department of Labour, through Canadian Vocational Training, and from the Provinces, through their respective Departments of Education. He said he felt it would not be long before the present congestion, caused by the need for more training facilities, would be eased.

"As an indication of the value that this training program will be to Canada, I need point only to one class of tradesman—those in the construction industry. We all know that there has been a shortage of workers in the construction trades and that this has been at least partly responsible for the very acute

housing situation we now have in Canada. It is therefore worth noting that through the vocational training provisions of our rehabilitation program we have at present about 3,900 taking training in the building trades and approximately another 1,300 prepared to enter it."

University Training

University training has proved to be by far the most popular feature of the rehabilitation legislation. "During the month of December, for instance, 20,882 veterans were attending Canadian universities or qualifying for admission. There was paid to them a total of \$1,519,602 during the month in the way of maintenance allowances."

The statement declares that veterans are making an excellent adjustment in their return to studies and quotes as an example a letter received by the Department of Veterans Affairs from the Registrar of Ontario Agricultural College at Guelph.

In this letter the Registrar says, "Our faculty is delighted with the excellent progress made by our ex-service students. I am happy to say that this is one of the finest reports it has been my privilege to submit to our faculty in twenty-five years. You will note the almost amazing record which many of our ex-service students have made."

At the present time in excess of 70 students are taking post-graduate and other courses, not available in Canada, in universities and other institutions in Great Britain.

Re-Establishment Credit

Applications for the use of their re-establishment credits were received from 79,056 veterans; 71,595 of these were approved, involving a total expenditure of \$12,677,809.

"An analysis of the use of this money shows the wisdom of the veterans in their expenditures and the real effect it will have on the future economy of our country."

Some 52,982 veterans spent \$10,732,478 on homes. Considering that \$4,910,992 of this amount was utilized for purchase and construction, and that the majority of cases represented down payments only, "it is safe to assume that over the past twelve months, Canadian veterans have committed themselves to approximately \$30,000,000 either for the purchase or construction of homes in Canada."

Veterans used \$1,161,703 for repair and modernization and \$4,669,783 for the purchase of furniture.

A total of 10,602 spent \$1,779,503 for the purchase of a business or for providing working capital for an already owned business or profession. An additional 6,910 veterans used \$1,064,652 for the purchase of tools, instruments or equipment for their trade or profession.

The remainder of the money was spent for the payment of premiums on Dominion of Canada insurance and for the purchase of special equipment for vocational or educational training.

Casualty Rehabilitation

During January, 1945, the Department of Veterans Affairs created within its Rehabilitation Branch a new section, known as the Casualty Rehabilitation Section. The duties of this Section are, in brief, to formulate and execute plans which will assist seriously disabled ex-service men and women to regain economic security, and in so doing, assist them to make maximum efficient use of existing services of rehabilitation.

Prior to the organization of the Casualty Rehabilitation Section, the Department, in cooperation with the Department of Labour, provided all the services which disabled veterans might need to accomplish their own rehabilitation. These services were those of medical treatment, provision and fitting of artificial appliances, such as limbs and hearing aids, financial protection, counselling and vocational guidance, vocational and educational training, and assistance in finding employment.

In January, 1945, the Casualty Rehabilitation Section had but an embryonic organization, and that in but five of the Departments, sixteen Districts; by December, 1945, there was a Casualty Rehabilitation Section organized in every District of the Department, and whose services are now available to every area in Canada.

The report states that, "a great deal of work lies ahead for this Section. Its organization and procedures must be expanded and improved. Of the some 25,000 Canadian veterans who suffered serious physical disability, many thousands are still in hospital, or on outpatient treatment, or still in the throes of readjustment. For these, employment must be found."

Many other thousands were discharged from Departmental care before the organization of this Section, and received their rehabilitation services from other sources within the Department.

The employment of amputees of this war provides a measure of the success of the rehabilitation program of the Department with respect to the seriously disabled. It is difficult to determine to what agency or person employment credit is due—it may be

particular employers or citizens, or the National Employment Service, or a Citizens' Committee, or a Veterans' Organization, or above all, probably, the men or women themselves. Almost fifty per cent of the nearly 2,000 amputees of this war are to-day employed, according to records, with placement reports improving every month. Of the remaining fifty per cent, many are still under treatment. Some are awaiting limbs, some are developing proficiency in their use, others are undergoing vocational training but some unfortunates are still unemployed.

"Working as they do to-day, under extreme pressure, and with all these tasks yet to be performed, the Casualty Rehabilitation Officers can point with pride to what has already been accomplished. What has been accomplished could not have been, were it not for the amazing qualities of independence, drive and determination to overcome all obstacles which the disabled veterans have themselves displayed."

Employment Situation

"Although the employment situation is serious at the present time, the anticipation of a slack period during reconversion has helped mitigate it, by provision of out-of-work benefits which veterans could use during the period that no suitable employment was available.

"With more than 40,000 veterans either in university, taking vocational training or in business or on farms on their own account, at the end of December last, it is significant that only 10,716 were in receipt of out-of-work benefits." During December only \$309,530 was paid out in out-of-work benefits, from a total veterans' rehabilitation expenditure of \$2,889,411.

Counsellor Training

In October, 1944, authority was granted for the establishment of a training school for in-service and ex-service Rehabilitation Counsellors as the need became cogently apparent. Candidates were selected from the three services, D.V.A. and Labour.

Over 1,200 candidates were trained over the year period of the scheme's existence in addition to some 700 Army Officers trained overseas during the summer of 1945.

The Ottawa school has been discontinued, but a series of miniature courses is being carried on in D.V.A. districts under the supervision of specially trained instructors.

Department of Veterans Affairs officials estimate that there will be paid out to veterans, or paid on their behalf, in tuition fees and purchase of land and improvements, etc., and costs of settlement under the Veterans' Land Act, a total of about \$596,000,000, during the coming fiscal year.

Army Employment—Civilian Jobs

THE rehabilitation of Canada's Army veterans is now facilitated by a recently released publication of the Department of National Defence (Army).

Entitled *Army Employment—Civilian Jobs, a guide to civilian occupation related to Army employment*, the 266-page publication contains descriptions of approximately 260 Army trades, and non-trade specialties along with some twenty different civilian occupations related to each trade or non-trade specialty. In a forward, which is a timely message to Canadian Industry, General Crerar, speaking of the trades learned by our soldiers, draws employers' attention to the fact that ". . . all these trades and skills should be, and will be, of great value to these men and women in their civilian life, and particularly to you as their employers."

The publication was distributed to employers of 15 or more employees, to counsellors in the Army and the Department of Veterans Affairs, to placement officers of the National Employment Service, to Union officials, to citizens' committees on rehabilitation and to branches of the Canadian Legion.

The main purpose of the *Guide*, as set out in the introduction is to enable the above mentioned users of the book to suggest ". . . suitable new or alternative kinds of work for the following ex-service personnel:

- (a) Those who prefer their Army specialties to their former civilian occupations.
- (b) Those without civilian occupation prior to enlistment.
- (c) Those whose former occupation and/or civilian counterpart of their Army training is overcrowded.
- (d) Those desiring better postwar jobs by utilizing the skills acquired under Army training together with the skills which they had achieved in civilian life."

Army Employment—Civilian Jobs was prepared in the Department of Labour by members of the staff of the Occupational Research Division, Research and Statistics Branch. Each Army trade or non-trade specialty required to be defined, taking into consideration the following job elements: work done, materials used, tools used, machines and equipment used, knowledge and skills required. These definitions were prepared from basic information supplied by the Army. The next task consisted of listing a number of repre-

sentative civilian occupations that were related by their job elements to the Army trade studies. In the publication these occupations are grouped under three headings according to the amount of training required before the returned servicemen become proficient in them. These headings are: (1) occupations that do not require any additional training or require brief on-the-job training; (2) those that require some additional training; (3) those that require considerable additional training.

In order to illustrate more clearly the arrangement of the *Guide* and how it is used, a sample page is reproduced on the opposite page.

The first thing to note on this sample page is that the definition of the Army trade covers the duties of tradesmen in Army trade groups C, B, and A combined. The reason for this is that the work carried out by each group of tradesmen does not essentially differ except that Group C represents the apprentice or helper level of the trade; group B, the improver level; and group A, the journeymen level. This applies to all Army trades. The definition itself is in two parts, one describing the duties of the tradesman, the other, the special skills and knowledge he must possess.

The second section of the page is taken up by the related civilian occupations divided into three categories. "Brief on-the-job training" is required by the Driller (Diamond Setter) to become proficient in such jobs as Diamond-Drill Setter, Pneumatic-Tool Repairman, Pumpman, etc. "Brief additional training", along the lines indicated, is sufficient for entry into jobs like "Automobile or Diesel entry into jobs like Automobile or Diesel etc. Finally, with "considerable additional training", in special methods and techniques, this Army tradesman can become qualified for such occupations as Diamond Moulder, Jewel Setter, Mining Engineer, etc.

In the third section, *Related Fields of Work*, are listed broad fields of activities which offer additional choices of occupations.

Similar manuals have been published by the Navy, "Naval Rates—Their Meaning for Employers", and by the Air Force, "Employers' Guide".

Descriptions of the service trades in these manuals were based upon factual information gathered from branches of the Service responsible for the training programs. Information on related civilian trades was obtained through an extensive survey of industry.

DRILLER (DIAMOND SETTER) (ARMY TRADE GROUPS C, B, AND A)

Resets diamonds in bit of diamond drill and carries out repairs to drilling equipment: as diamonds become worn, chipped or lost, prepares head of drilling bit and sets in new diamonds; in repairing internal combustion engines, decarbonizes and grinds valves, replaces components requiring use of hand tools only, cleans and adjusts carburetors, adjusts clutches and swivelheads, replaces transmission, strips and reassemble chassis, replacing defective parts; makes adjustments to drive chains and sprockets; strips pump, replaces defective parts, and reassembles; removes and replaces liners to change working pressure and volume of pumps; carries out simple soldering; rebabbitts bearings; rethreads broken drill rods; carries out various tests to equipment; may supervise repairs to two or more drills.

Must be a qualified Driller (Diamond and Rotary). Must have good knowledge of working clearances allowed for correct fitting of engines, diamond drills, pumps, and auxiliary equipment. Must have good knowledge of core barrels and core recovery. Must be able to find way in remote districts, mainly by map and compass.

RELATED CIVILIAN EMPLOYMENT

Dictionary of
Occupational
Titles-Codes

I Occupations requiring brief on-the-job training:

CHURN-DRILL OPERATOR (bituminous coal mining; metal mining; non-metal mining; quarrying & sand & gravel).....	5-75.240
DIAMOND-DRILL SETTER (bituminous coal mining; metal mining).....	5-84.020
DIAMOND-DRILLER (bituminous coal mining; construction; metal mining)	5-75.410
MINER (V); <i>Miner, Hard Rock</i> (metal mining)	5-21.020
PIPE FITTER (construction)	5-30.010
PNEUMATIC-TOOL REPAIRMAN (any industry).....	5-83.641
PUMP INSPECTOR (paper & pulp).....	7-76.920
PUMPMAN (non-ferrous metal smelting & refining).....	5-83.641
WELL-DRILL OPERATOR (construction)	5-75.230

II Occupations requiring brief additional training in performing and supervising unfamiliar drilling or cutting operations; or in all-around automotive repair; or in the operation and maintenance of power-driven equipment or engines:

AUTOMOBILE MECHANIC (automotive services)	5-81.010
DIESEL MECHANIC (any industry)	5-83.931
MACHINE MAN (bituminous coal mining)	5-21.210
PILE-DRIVER OPERATOR (construction)	5-23.610
PUMP SERVICEMAN (any industry)	5-83.641
ROTARY DRILLER (petroleum & natural gas production).....	5-75.050
TOOL DRESSER (petroleum & natural gas production).....	5-75.280

III Occupations requiring considerable additional training in watchmaking; or in the use of machine shop tools; or in methods of testing to determine the physical and chemical properties of metals or petroleum products; or in technique of surveying coal deposits and undeveloped mines:

DIAMOND MOUNTER (automobile manufacturing)	4-76.210
FORESTER, JUNIOR (governmental services)	0-38.01
JEWEL SETTER (clocks, watches & allied products).....	6-72.128
LABORATORY SAMPLER (iron & steel).....	0-50.22
MINING ENGINEER (bituminous coal mining; metal mining).....	0-20.01
PROSPECT-DRILL PANNER (metal mining)	5-22.940
TESTER (petroleum refining)	0-50.34

RELATED FIELDS OF WORK

Drilling Machine Operating	4-X2.494
Engine and Pump Maintenance and Repairing	4-X2.102
Materials Analysis and Related.....	0-X7.04

Decisions of National War Labour Board

DURING the month of January the National War Labour Board issued decisions in the following cases:—

Canadian Brotherhood of Railway Employees and Other Transport Workers and Sydney and Whitney Pier Bus Service Limited, Sydney, N.S.

St. Lawrence Sea Products Company, Quebec, P.Q.

The Beaver Wood Fibre Company, Limited, The Beaver Company, Limited, Thorold, Ont., and International Brotherhood of Papermakers and International Brotherhood of Pulp, Sulphite and Paper Mill Workers.

Breton Construction Company, Municipal Spraying Construction Company, Limited, and Truck Owners and Drivers Union of Cape Breton, Sydney, N.S.

Metropolitan Life Insurance Company, Ottawa, Ont.

Aluminum Company of Canada Limited, and International Association of Machinists, Local 54 (A. F. of L.).

Canadian Brotherhood of Railway Employees and Other Transport Workers and Canadian National Railways and Canadian Pacific Railway Company.

Aluminum Company of Canada, Limited and United Steelworkers of America, Local 343.

Canso Steamship Company, Limited, Sydney, N.S.

Sun-Tested Wallpapers Limited, Toronto, Ont., and Paper Box and Specialty Workers' Union, No. 466.

Smith Hardware, Thos. J. Holland Company, Charles L. Hyde, Garn. E. Dobbs, and Howe and Hagerman Company.

Dalpe and Frere, Vercheres, P.Q., and J. A. Perreault, Sorel, P.Q.

C. Richardson and Company, Limited, St. Mary's, Ont., and Dairy Utensil Workers Union.

Lever Brothers Limited, Toronto, Ont.

Master Plumbers Association, Montreal, P.Q., and United Association of Journeymen Plumbers and Steamfitters, Local 144.

General Steel Wares Limited, and United Steelworkers of America, Local 2847.

Master Plumbers of Regina and United Association of Journeymen Plumbers and Steamfitters, Local 179.

Re: Canadian Brotherhood of Railway Employees and Other Transport Workers and Sydney and Whitney Pier Bus Service Limited, Sydney, N.S.

Reasons for Decision

This appeal is by the Union from the decision of the Nova Scotia Regional Board dated July 11, 1945. The Regional Board dismissed the Union's application for an order directing the Company to inaugurate a vacation with pay plan. The Regional Board concluded that it would not be in the interests of the Company or the employees to impose an additional financial obligation on the Company at the present time.

The Regional Board granted the Union leave to appeal to this Board.

The burden of the Company's submissions on appeal concerns a plea of inability to pay the amount required to put a vacation plan into effect. After careful examination of the evidence submitted by the Company on the point in question, we have come to the conclusion that the Company can absorb in its current operations the cost of such plan.

Having thus disposed of the grounds upon which the Regional Board's decision was rendered, we feel free to exercise the discretion conferred by the last paragraph of Section 20 (1) (c) of P.C. 9384.

The approved working conditions sought by the employees in this case are quite fair and reasonable. We think that the Company should be directed to put them into effect. Improved working conditions supported by proper labour-management relations invariably increase the productivity of the employees concerned and with consequent benefits to the employer.

In this case vacations with pay will be governed by the provisions of D.B. 17. It is impracticable to direct that the plan shall have effect for 1945. In the Finding and Direction to be issued in this appeal, provision will be made to have the plan effective from and after January 1, 1946.

January 8, 1946

Re: St. Lawrence Sea Products Company, Quebec, P.Q.*Reasons for Decision*

The Company appeals from a Finding and Direction of the Regional War Labour Board for Quebec dated August 13, 1945. In and by that Finding and Direction and with effect from July 1, 1945, the Company was ordered to increase wage rates to 30 cents an hour for all those of its hourly-rated employees at its La Tabatiere plant, who had been receiving less than that amount.

The employees are engaged in the work of extracting oil from cod livers and other similar sources, and in processing fish meal from fish refuse and seal carcasses. The operations are seasonal and the employees are recruited mainly from among those people whose chief source of livelihood is fishing.

The Company submits two grounds in support of its request that the Regional Board's decision be set aside. The first ground is that in fixing a single rate for all hourly-rated employees, all previously existing wage differentials are destroyed and the means of compensating employees for varying degrees of ability and responsibility are lost. The second ground constitutes a plea of inability to pay the increased rates.

We agree with the Company's argument on the first ground, but we hasten to say that some adjustments in the wage rates are justified under Wartime Wages Control Order 1943.

The second ground of the appeal is supported by financial statements covering operations

for the years 1941 to 1944, inclusive and for the first ten months of 1945. Those statements have been carefully examined. They show substantial increases in business done and in cost of raw materials used. Administrative expenses appear to fluctuate from year to year in line with the results of the operations and in any event would seem to be quite generous having regard to all the circumstances. The wage bill for direct labour has remained fairly constant throughout the period. Taking all matters into account we are of the opinion that the Company can assume some increases in wage rates.

Having disposed of the plea of financial inability to pay and having said that some adjustments in wage rates are justified we now propose to determine what those adjustments should be. Some of the employees are boys, some are adult factory labourers and others are men engaged in operations requiring varying degrees of skill. We are satisfied that an increase of 5 cents an hour will rectify existing injustices. The increase will apply to all the hourly-rated employees including the cooker and presses operators. The employees application before the Regional Board is broad enough to enable us to include the above named occupational classifications in the adjustments.

The appeal is allowed to the extent only that the Regional Board's decision will be varied so as to comply with the foregoing.

January 8, 1946.

Re: The Beaver Wood Fibre Company, Limited, The Beaver Company Limited, Thorold, Ont., and International Brotherhood of Papermakers and International Brotherhood of Pulp, Sulphite and Paper Mill Workers

Reasons for Decision

This is an appeal from a decision of the Regional War Labour Board for Ontario, dated September 7, 1945, in and by which decision the Regional Board rejected the joint application for increases in wage rates for employees in the occupational classifications of laminator, reclaim foreman, track man, chief electrician and chief steam engineer.

After considering the submissions in support of this appeal and, having regard for the restric-

tions contained in Section 20 (1) (a) of Wartime Wages Control Order, 1943, we are of the opinion that there has not been submitted to us sufficient evidence to justify this Board in disturbing the decisions of the Regional Board.

The appeal is therefore dismissed and there will be a Finding and Direction accordingly.

January 8, 1946.

Re: Breton Construction Company, Municipal Spraying Construction Company, Limited and Truck Owners and Drivers Union of Cape Breton, Sydney, N.S.

Reasons for Decision

This is an application by the Union for leave to appeal and appeal from a decision of the Regional War Labour Board for Nova Scotia

dated September 7, 1945. In and by that decision the Regional Board dismissed the application requesting an increase in rates for the owners of trucks and drivers from \$2 to \$2.50 per hour.

The Regional Board declined to grant leave to appeal to this Board because the parties had failed to indicate any grounds upon which the application for leave might be considered.

We have examined all the material filed with this Board, as well as that filed with the Regional Board. Nothing in those submissions indicates that the Regional Board erred in its

appreciation of the facts of the case or in its application of the law to those facts. In our view the Regional Board was right in refusing leave to appeal. The application to this Board for leave to appeal is dismissed. There will be a Finding and Direction accordingly.

January 8, 1946.

Re: Metropolitan Life Insurance Company, Ottawa, Ont

Reasons for Decision

With leave of the Regional War Labour Board for British Columbia the Company now appeals from a decision of that Board dated August 17, 1945, in and by which said decision the Board directed the Company to pay its agents the cost-of-living bonus required by certain general orders of this Board.

The Company contends that its agents, who are compensated by commissions only, are not "employees" within the meaning of Wartime Wages Control Order 1943, but are independent contractors.

We have examined the form of contract used by the Company in contracting for the services of those agents. We find that the terms of that contract respond in a positive way to all the well-known tests of agency. Having so found it follows that the relationship existing between the Company and its agents is that of principal and agent and not of master and servant.

The appeal is allowed and there will be a Finding and Direction revoking the decision of the Regional War Labour Board.

January 11, 1946.

Re: Aluminum Company of Canada Ltd. and International Association of Machinists, Local 54 (AFL)

Reasons for Decision

The Union representing certain employees at the Kingston plant of the Company applied to the Regional War Labour Board for Ontario for an order directing the Company:—

- (a) to pay $1\frac{1}{2}$ times regular rates for overtime and for work done on Sundays and on six statutory holidays;
- (b) to establish a standard work week of 44 hours;
- (c) to increase from 4 to 6, the number of statutory holidays, not worked, for which the employees concerned would be paid;
- (d) to pay night shift differentials;
- (e) to reduce from 7 to 5 years the qualifying period at the end of which an employee would become entitled to two weeks vacation with pay.

The Regional Board directed the Company to change the working conditions in respect of the statutory holidays, but rejected the other items in the Union's application. The Company obtained from the Regional Board leave to appeal against the said direction. The Union cross-appeals against the Regional Board's decision on items (a), (b), (d) and (e) above.

Soon after the Company commenced operations at the plant in 1941, management and the employees' representatives conducted negotiations on the issue of punitive rates for overtime. The payment of time and one-half regular rates was then suggested as a solution of the problem. The Company also suggested

the payment of regular rates for four statutory holidays not worked as a substitute for the punitive rates. At that time the negotiators for the employees represented the production workers, as well as employees in the various crafts in the plant. The employees instructed their negotiators to accept the holiday plan. That plan has continued in effect. Punitive rates, as such, have not been paid for overtime worked by the employees in the plant.

In 1944 the Union became the bargaining agents for the employees engaged in the various crafts in the plant and the United Steelworkers of America were later certified as the bargaining representatives of the production workers. Subsequently the Union made the application above referred to.

In this case we find a somewhat unusual situation wherein statutory holiday pay has been and is being used as an offset to any claim for punitive rates for overtime. The Company says that it would be willing to pay time and one-half for overtime if it was relieved of the duty to pay for statutory holidays. According to the evidence before us only a small proportion of the employees in the plant work overtime. To take away the condition relating to payment for statutory holidays would obviously be to the prejudice of the majority of the employees in the plant. We are not inclined to remove the condition. Even if we were so inclined we have no power to so order.

Until such time as the parties hereto mutually agree on a solution for the related problems of punitive rates for overtime and statutory holiday pay, matters will have to stand as they are. The evidence submitted in this appeal falls short of enabling us to offer a solution. We cannot emphasize too strongly the suggestion that the parties negotiate for the purpose of establishing an arrangement to provide means for compensating those employees who are called upon to work a greater number of hours of overtime than are worked by others.

The matter of reduction in the work week in this case is not one for determination by a War Labour Board, since the employees are hourly rated.

Having regard for all the circumstances, in this case we are of the opinion that it would not be fair or reasonable at this time to order an increase in the number of statutory holidays for which the Company must pay regular rates to its employees. The Regional Board's reason for having directed the increase seems

to have been "that the Company should be a little more generous". This can hardly be regarded as a good and valid reason under Wartime Wages Control Order, 1943.

Shifts are operated in the plant on a rotating basis. Moreover, it has not been shown that the payment of night shift differential is the established or prevailing practice, either in the industry in question or in other industries in the Kingston area. For these reasons we are not prepared to approve the request concerning such differentials.

This Board has never directed an employer to establish a vacation with pay plan calling for the payment of more than one week's pay. In the circumstances we do not propose to direct any change in the Company's rules now in effect governing the qualifying period for two weeks' vacation with pay.

The result of the foregoing is that the appeal is allowed and the cross-appeal dismissed. A Finding and Direction will issue accordingly.

January 14, 1946

Re: Canadian Brotherhood of Railway Employees and Other Transport Workers and Canadian National Railways and Canadian Pacific Railway Company

Reasons for Decision

This is an application by the Brotherhood to establish generally uniform compensation at punitive rates for work required to be performed on statutory holidays by employees covered by collective agreements at the following hotels owned and operated by the Railway Companies:—

Canadian National Railways—Chateau Laurier Hotel, Ottawa, Ont.; Prince Arthur Hotel, Port Arthur, Ont.; Fort Garry Hotel, Winnipeg, Man.; Prince Edward Hotel, Brandon, Man.

Canadian Pacific Railway Company—Royal Alexandra Hotel, Winnipeg, Man.; Saskatchewan Hotel, Regina, Sask.; Palliser Hotel, Calgary, Alta.; Empress Hotel, Victoria, B.C.

Canadian National Railways and Canadian Pacific Railway Company jointly—Hotel Vancouver, Vancouver, B.C.

It is our view that this is a type of case with regard to which this Board should not be asked to give a decision within the limitations imposed upon it by Wartime Wages Control Order, 1943, P.C. 9384. It is rather a matter for which the parties should seek a solution through the application of their experience in collective bargaining.

The records of the Board indicate that there are approximately 2,800 employees engaged at the respective hotels who are covered by

collective agreements and of these only a relatively small number now enjoy privileges involving extra compensation or compensating allowance of time off for work required to be performed on statutory holidays. The Union bases its case on the extension of such provisions as are now made for the relatively small group, and as established for certain occupational classifications engaged in direct Railway service covered by collective agreements, to other occupational classifications engaged in the service of the respective hotels who have not heretofore enjoyed such privileges.

The operation of hotels on statutory holidays, as on other days, is a necessary service to meet the requirements of the public and it does not appear to us to be fair and reasonable or consistent with the intent of Wartime Wages Control Order that an employer should be penalized by requiring payment of a punitive rate for work performed by employees on holidays when such work cannot reasonably be avoided. On the other hand, it might be fair and reasonable that employees required to work on certain specified statutory holidays to meet the requirements of necessary service to the public, within a stated time following any such holiday (sufficient over the period to relieve those involved without incurring punitive payments), should be allowed a day off in lieu thereof and, if such day off duty

is not arranged, that compensation on some reasonable basis should be allowed for work performed on the holiday.

However, the provisions of Wartime Wages Control Order, 1943, P.C. 9384, do not set up this Board as a Fair Wage Board or to regulate the working conditions of employees in industry. The purposes of the Order, among other things, is to stabilize the wage structure in Canada and to provide machinery for the orderly rectification of gross inequalities and gross injustices. Within these limitations the powers of the Board are set out in Section 20 and in our view, in the rectification of such gross inequalities and gross injustices, we must confine ourselves to the pattern either as to wage rates or working conditions as these may be reflected by established practice within a particular industry—in the present case the

hotel industry. In dealing with the present application we do not think we are empowered to consider the particular pattern of practice as it may have been developed in respect of direct Railway employees or workers in any other industry.

On the basis submitted the application of the Brotherhood must be disallowed.

It was stated at the hearing of the case that a conglomeration of practices in respect of pay or other allowances for work on statutory holidays existed within the hotel industry and it may be that on further discussion of the matter between the parties they can develop information which will enable them to agree upon a joint submission to establish suitable conditions within the limitations indicated herein.

January 14, 1946.

Re: Aluminum Company of Canada Limited, and United Steelworkers of America, Local 343

Reasons for Decision

With leave of the Regional War Labour Board for Ontario, the Company appeals from a decision of that Board dated September 24, 1945. In that decision the Regional Board directed the Company to increase from 4 to 6, the number of paid statutory holidays for the employees of the Kingston Works of the Company who are represented by Local Union 343.

In another decision of even date and concerning this Company, we dealt with the same issue as that involved in this case. The facts

of this case so nearly resemble those of the other case as to make it necessary for us to come to the same conclusion herein; namely, that it would not be fair or reasonable to direct the Company to increase the number of paid statutory holidays for the employees concerned in this case.

There will be a Finding and Direction allowing the appeal and varying the direction of the Regional War Labour Board accordingly.

January 14, 1946.

Re: Canso Steamship Company Limited and Margaree Steamship Company Limited, Sydney, N.S.

Reasons for Decision

This is an application for leave to appeal and appeal from two decisions of the Nova Scotia Regional Board dated September 4, 1945. The decisions made lawful from said date, the wage rates and war risk bonuses paid without Regional Board's authority, to officers and members of the crews of the S.S. *Surf* and of the motor vessels *National II* and *Arev*.

The appellants urge that the decisions have retroactive effect. In the case of the *Surf* they request that the effective date be March 13, 1944, and in the cases of *National II* and *Arev*, July 4, 1944, or, failing that, October 31, 1944.

The appellants have indicated good and sufficient reasons why the application for leave to appeal should be approved.

We consider it advisable to review the facts of each case.

The Canso Company owns the *Surf* and on March 13, 1944, the Company applied to the National Board for authority to pay certain wage rates and war risk bonuses to the officers and crew members of that ship. The National Board advised the Company that the application should be made to the Regional Board. Moreover the Company was then warned that it was carrying on in violation of P.C. 9384. The Company delayed filing its application with the Regional Board until August 9, 1945, although, it is noted, the application is dated January 6, 1945. No satisfactory explanation is given for the delay. We are, however, of the opinion that the Regional Board should have made its decision effective from the date when it received the application and we allow the appeal to that limited extent.

At all times material to this case the Margaree Company owned the M.V. *National II* and M.V. *Arev*. On July 4, 1944, this Com-

pany was required to inaugurate a freight, mail and passenger service between Arichat and Mulgrave. *National II* plied in that service from July 4 to October 16, 1944. From the latter date M.V. *Arev* was used for the purpose. On November 1, 1944, the Company, by letter, advised the Regional Board of the inauguration of the service and of the wage rates and war risk bonuses it was paying to the employees on the vessels. The Regional Board did not consider the letter as an application for approval of the rates and bonus. Several communications passed between the Company and the Regional Board. Finally and on August 9, 1945, a proper application was submitted to the Regional Board. The application is dated January 6, 1945.

With much respect, we are of the opinion that the Regional Board should have regarded all the communications including the letter

of November 1, 1944, as part of the case concerning *National II* and *Arev*. At any rate we so regard them and propose to allow the appeal of the Margaree Company to the extent that the Regional Board's Finding and Direction shall be effective from and after November 1, 1944.

There is another matter which should be rectified even though it is not at issue in this appeal. It appears that in fixing wage rates for the employees in question, the Regional Board incorporated the war risk bonus with what is recognized as the proper rates for the occupational classifications concerned. The two elements of compensation should not be merged but should be kept separate one from the other.

There will be a Finding and Direction giving formal effect to these Reasons for Decision.

January 8, 1946.

Re: Sun-Tested Wallpapers Limited, Toronto, Ont., and Paper Box and Specialty Workers Union, No. 466

Reasons for Decision

With leave of the Regional War Labour Board for Ontario the Company and the Union join in an appeal from a decision of that Board dated October 23, 1945. By that decision the Regional Board authorized the employer to pay a night shift premium of 5 cents an hour. The employer had asked for authority to pay a premium of 10 per cent over the regular rates to all employees required to work at night.

The appellant asserts that the printing of wallpaper, being the business of the employer appellant, is similar to other types of printing. The employer's list of job titles indicates that at least a substantial number of the employees concerned in this appeal can properly be classified as being in the printing trade. It is also shown that the employees who will be called upon to work at nights are in those classifications which are known to the printing industry.

For many years it has been the practice in

the printing industry in Toronto to pay a premium on a percentage basis to employees required to work on night shifts. Through collective bargaining processes the parties have agreed to request permission to introduce the practice into the employer's plant. Having regard for all material circumstances in the case, it is our view that the request is fair and reasonable and is consistent with and will give effect to the purposes of Wartime Wages Control Order, 1943.

We allow the appeal and authorize the employer to pay a premium not exceeding 10 per cent over the regular rates to all employees required to work on the night shift. The authorization shall have effect from and after October 23, 1945. The premium shall not be incorporated into wage rates for the purpose of calculating overtime pay.

There will be a Finding and Direction accordingly.

January 21, 1946.

Re: Smith Hardware, Thos. J. Holland Company, Charles L. Hyde, Garn. E. Dobbs, and Howe and Hagerman Company

Reasons for Decision

This is an appeal by and on behalf of six Master Plumbers doing business in the City of Belleville in the Province of Ontario from an order of the Ontario Regional War Labour Board directing said employers to establish and pay a wage rate of 95 cents an hour to all journeymen plumbers, steamfitters, and sheet metal workers effective as and from the 1st day of October, 1945.

These firms do a combined contracting and plumbing repair business and their present rate for the above classification is approximately 80 cents per hour. The Master Plumbers charge-out rates for service of this classification is \$1 per hour with the possible exception of Howe and Hagerman Company whose charge-out rate appears to be \$1.25 per hour.

We are satisfied that a gross inequality existed in respect of the wage rates in effect

prior to the Regional Board's decision and we cannot find any manifest error in the decision of the Regional Board in fixing the rates at 95 cents an hour.

However, the effective date of this order merits further consideration. The Master Plumbers affected urge their inability to carry on business under the present price ceiling for their services and at the same time pay the wage rate as ordered. With this contention the Board is in agreement. The Master Plumbers were advised that for reasons which it is not necessary to elaborate upon here, it was necessary for them to obtain a decision from the National Board in this regard. They have continued to operate on their former

wage schedule pending the disposition of the appeal by this Board. Inasmuch as their contracts were entered into and their repair work done by them and paid for by their customers on the basis of the prevailing ceiling price, it would not seem fair or reasonable to require the Master Plumbers to meet a new wage rate for contracts and repair work already completed and paid for.

The appeal will be dismissed, except that the effective date for the wage rate as set forth in the Finding and Direction of the Regional War Labour Board will be changed from October 1, 1945, to February 15, 1946.

January 29, 1946.

Re: Dalpe and Frere, Vercheres, P.Q., and J. A. Perreault, Sorel, P.Q.

Reasons for Decision

This is an appeal from a decision of the Regional War Labour Board for Quebec, dated October 18, 1945.

The Appellant, Mr. J. A. Perreault, holder of diplomas granted in conformity with the Dairy Industry Act for Quebec (R.S.Q. 1941, Chap. 126) made a complaint to the Regional Board that his former employer, Dalpe and Frere, Vercheres, P.Q., "had dismissed him without reason and did not treat him according to the Act. He did request an inquiry into the matter."

The Regional Labour Board referred the complaint to the Minimum Wage Commission. The Commission conducted an inquiry and reported that the complaint was ill-founded. The Regional Board, following that report, made the decision under appeal.

It appears from the material on file and from the reading of the Regional Board's decision that considerable time has been spent to find out whether the appellant had been fairly treated by his employer. However, it appears that the Regional Board has forgotten the only thing that had to be done was to ascertain whether wage rates had been paid in accordance with the Wartime Wages Control Order, 1943.

The evidence shows that Mr. Perreault was engaged by Dalpe and Frere in August, 1940, at a rate which varied from \$15.00 a week to \$35.00, plus a bonus. On November 15, 1941, Mr. Perreault's classification was "cheese maker" and his salary \$25.00 a week.

No authorization has been given by the Regional Board to alter the appellant's basic

salary or change his classification. It is quite clear that the agreements made after November 15, 1941, in connection with the appellant's salary were illegal and violated the provisions of the Order, P.C. 9384.

That was the only question to be decided by the Regional Labour Board. It had no competency or duty to find out and decide whether or not the plaintiff had received the wages agreed between both parties. The Regional Board had all the reasons to refrain from giving any such decision because the evidence shows that the agreements in connection with the appellant's wages, made after November 15, 1941, were without authorization and in contravention of the Order which the Regional and the National Boards have to apply and make effective.

The Regional Board's Finding and Direction should be modified: (a) in order to delete from said Finding and Direction any commitment on the right that the parties may have to claim from one another the salary overpaid or the salary due and not paid; (b) by replacing the conclusions of the said Finding and Direction by the following:—

During the basic period, to wit: the 15th November, 1941, Mr. Perreault the appellant, was working for the defendant as a "cheese maker" at a wage rate of \$25.00 a week. No authorization has been given by the proper authority to alter or modify the said terms of employment except by adding to the basic salary the cost-of-living bonus. The employer violated the said Order by altering the said terms of employment in effect during the basic period.

February 1, 1946.

Re: C. Richardson and Company, Ltd., St. Mary's and Dairy Utensil Workers Union

Reasons for Decision

This is an appeal by the Company from an order made by the Ontario Regional Board granting an increase to certain of its employees.

The Company pleaded inability to pay. During the argument it became apparent that the schedule as ordered by the Ontario Board did not include all the classifications in the

employ of the Company, and in particular made no reference to piece workers. It was also apparent that the parties to this appeal had made little or no attempt at collective bargaining.

The Union had made its demand and the Company had rested its reply on its plea of inability to pay. The Board is satisfied that the best results could be obtained if the Union and Management were to sit around and agree upon a job classification and upon job evaluation as far as possible. The Company filed financial statements in support of its plea of inability to pay and the accountant endeavoured to explain these statements. The

statements and the conclusions drawn therefrom were manifestly in error and Mr. Calvin as counsel for the Company agreed to file supplementary statements showing the true financial position of the Company and what wage increases already ordered would mean in increased payrolls to the Company.

To afford the Union and Management an opportunity to get together and likewise to permit the filing of new or supplementary financial statements this Hearing will be adjourned for a period of 60 days from the date of Hearing, i.e. January 11.

January 29, 1946.

Re: Lever Brothers Limited, Toronto, Ont.

Reasons for Decision

The Company and the Union made a joint application to the Ontario Regional War Labour Board for approval of a job classification and a job evaluation for the employees engaged in the Company's plant at Toronto. The application was refused and from such refusal both the Company and the Union appeals to this Board.

The rates of pay in this plant are not low, and in fact, are somewhat higher than the rates in any comparable industry in the Toronto area. For this reason, it cannot be said that any gross injustice or gross inequality exists. However, during the last two years both the Company and the Union have carefully studied their wage structure and found anomalies not only in classification but in the rates of pay. Some are alleged to be too low while others are too high, involving a

decrease in the rate presently paid and the parties to this appeal claim that these amount to a gross inequality within the meaning of the Wages Control Order. These anomalies apparently arise from a job classification and evaluation effected in 1943.

To give effect to this new application and its associated rates of pay would, in the opinion of the Board, have a very disturbing effect upon the whole wage structure of the Toronto area. To give effect to any part of it would only serve to create new differentials, new anomalies, with a result possibly worse than that which is now alleged to exist.

The Board cannot find that the Ontario Regional Board exercised its discretion in refusing the order on any wrong principle and the appeal will therefore be dismissed.

January 29, 1946.

Re: Master Plumbers Association, Montreal, P.Q., and United Association of Journeymen Plumbers and Steamfitters, Local 144

Reasons for Decision

This is an appeal by the Union from a decision of the Quebec Regional War Labour Board refusing the Union's application for a general increase from \$1.01 per hour to \$1.15 for all journeymen plumbers employed in the City of Montreal. By a comparison with the rates paid in Toronto, Windsor, Winnipeg, and Vancouver, the Union endeavoured to show that the prevailing rate in Montreal amounted to a gross injustice insofar as every plumber employed in Montreal was concerned. The Board cannot agree that such a comparison is a proper one.

In any event, there is a wide divergence of rates paid not only as between the cities

referred to but in each of the said cities, whereas the one rate is paid by all Master Plumbers in the City of Montreal. This rate is higher in Montreal than elsewhere in the Province of Quebec.

The Building Trades Joint Committee supervises and enforces approved rates of pay for all the building trades in the City of Montreal.

The Board is of the opinion, that no grounds exist for interfering with the discretion exercised by the Quebec Regional Board in arriving at its decision.

The appeal will be dismissed.

January 29, 1946.

**Re: General Steel Wares Limited and United Steelworkers of America,
Local 2847**

Reasons for Decision

This is an application by the Company for leave to appeal and appeal from a Finding and Direction of the Regional War Labour Board for Quebec dated July 24, 1945. In that Finding and Direction the Regional Board directed the Company to increase wage rates for the employees in its Montreal plant engaged in the occupational classifications named in the schedule attached thereto.

The directed wage rates are set forth in the schedule. In the Finding and Direction reference is made to wage rates paid in the Toronto plant of the Company. The Regional Board's Finding and Direction indicates a desire on the part of that Board to have the Montreal rates equal to those in the Toronto plant. After reading the Finding and Direction one is entitled to assume that the Regional Board did not have definite evidence before it showing the wage rates actually paid in the Toronto plant. This seems evident from the provision of the Finding and Direction which reads as follows:—

and consequently orders and directs General Steel Wares Limited to pay the rates as per schedule attached hereto into effect, excepting where any rate mentioned thereon would be higher than that paid by the Company in its Toronto plant.

In our view such a provision lacks finality. Who is to determine whether the job content in any task for an occupational classification in one plant is the same as that of an occupational classification in the other. Unless it can be shown that the job content is the same in such a case it would be improper to direct equal rates. Further one may ask what rate is to be paid to an employee in any classification for which rates have been directed at an amount higher than the rate presently in effect for the same or substantially similar classification in the Toronto plant.

The Company has, in our opinion, given ample reasons in support of its application for leave to appeal and we grant such leave.

It is our opinion that there was not sufficient evidence before the Regional Board to warrant the direction made in this case. In any application for wage increases under Wartime Wages Control Order, 1943, it is not only necessary to produce evidence of a gross injustice or inequality, but it is also necessary to indicate clearly the extent to which a Board must go in increasing the wages in order to rectify the injustice or inequality. Such evidence is lacking in this case.

We will allow the appeal and there will be a Finding and Direction accordingly.

January 25, 1946.

**Re: Master Plumbers of Regina and United Association of Journeymen
Plumbers and Steamfitters, Local 179**

Reasons for Decision

This is an application for leave to appeal and appeal from a Finding and Direction of the Regional War Labour Board for Saskatchewan dated June 29, 1945, wherein the Board refused to increase the wage rates to plumbers from \$1.06 per hour to \$1.20 per hour. Leave to appeal was refused by the Regional Board.

The Union based its application on two principal grounds, namely, the agreement signed between the parties in 1942 by which the master plumbers agreed to pay \$1.10 per hour which agreement was disallowed by the Wartime Prices and Trade Board, and secondly, that the master plumbers were paid \$1.25 per

hour in 1930. Unfortunately, these facts cannot be accepted by the National War Labour Board as evidence of gross inequality or gross injustice.

After reading the appellant's brief and rebuttal herein and after hearing representatives of the Company, as well as of the Union, we have come to the conclusion that there was not sufficient evidence placed before us to justify our finding that the Regional Board erred in its decision.

The appeal is consequently dismissed and there will be a Finding and Direction accordingly.

January 31, 1946.

Industrial Disputes and Conciliation

Introduction

THE *Industrial Disputes and Conciliation* section contains monthly articles dealing with proceedings under the National War-time Labour Relations Regulations and with proceedings under the Conciliation and Labour Act and other legislation.

The articles on strikes and lockouts, formerly included in this section, may be found elsewhere in this issue.

Under the War-time Labour Relations Regulations, P.C. 1003, the Government has extended its jurisdiction over employer-employee relations which are normally exclusively within the provincial field to the extent considered necessary to cover adequately employers and employees in industries "essential to the efficient prosecution of the war", but without attempting to include other industry which has not a direct bearing on war production. In so far as these latter industries are concerned, each province can make its own decision as to whether or not they shall be brought under the Regulations.

Agreements have been made under the

Regulations between the Dominion and every province except Alberta and Prince Edward Island providing for the setting up of provincial agencies for the administration of the Regulations.

The work of the War-time Labour Relations Board (National) is here described in two separate articles. The first deals with applications made by unions for certification and their disposition by the Board; the second describes conciliation proceedings under the Regulations and includes the reports of Boards of Conciliation.

Conciliation proceedings are also carried on by the Industrial Relations Branch of the Department of Labour under the provisions of the Conciliation and Labour Act which empowers the Minister to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together, and to appoint a conciliator or an arbitrator when requested by the parties concerned; and under P.C. 4020.

Applications for Certification Under the War-time Labour Relations Regulations

THE War-time Labour Relations Board (National) met for three days during the month of January. During the month, the Board received four applications, held seven hearings, issued ten certificates designating bargaining representatives, rejected three applications, ordered two representation votes, and allowed the withdrawal of one application.

Certificates Issued

Following an investigation of the application by an officer of the Board, bargaining representatives as stated were certified in the following cases:—

1. Messrs. J. M. Smith, Harry Sipes, J. A. Sullivan, Dewar Ferguson and C. E. Lenton and the *Canadian Seamen's Union* for the unlicensed personnel employed in the deck, engine-room and Steward's departments on vessels operated by the *Pacific Coyle Navigation Company, Ltd., Vancouver, B.C.* Masters,

mates and engineers were excluded from the bargaining unit.

2. Messrs. A. R. Mosher, H. A. Chappell, W. Allan and J. H. Ross and the *Canadian Brotherhood of Railway Employees and Other Transport Workers* for the employees of the *Canadian Pacific Railway Company*, in its Heat, Light and Power Department and the Repair and Maintenance Department of its *Banff Springs Hotel, Banff, Alberta.* The chief engineer was excluded from the bargaining unit.

3. Messrs. A. R. Mosher, J. E. McGuire, W. J. Smith, R. Leclair, L. Forget, G. Lachaine, L. Lemaire, Lucien Lemaire and B. Collard and the *Canadian Brotherhood of Railway Employees and Other Transport Workers* for the Captains and Assistant Captains of Red Caps and Red Caps employed by the *Canadian National Railways* in its *Central Station, Montreal, P.Q.*

4. Messrs. A. P. Randolph, Bennie Smith, J. B. Bowden, H. M. Walker and A. R. Blanchette and the *Brotherhood of Sleeping Car Porters* for the porters employed on sleeping car, parlour and composite cars operated by the *Northern Alberta Railways Company, Edmonton, Alberta.*

5. Messrs. W. A. Rowe, Charles Davison and J. M. Rosevear and the *Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees* for the Captains and Assistant Captains of Red Caps and Red Caps employed by the *Toronto Terminals Railway Company, Toronto Union Station, Toronto, Ontario.*

6. Messrs. Stanley Eighteen, Clarence N. Magee, Vern Calkins and Elroy Robson and the *Canadian Brotherhood of Railway Employees and Other Transport Workers* for the truck drivers employed in the collection, carriage and delivery of freight and express in highway service by *Canadian National Cartage Services, Canadian National Railways at Oshawa, Belleville, Picton, Ontario and Yarmouth, Nova Scotia.*

Following an investigation of the application by an officer of the Board and a representation vote ordered by the Board, bargaining representatives as stated were certified in the following cases:—

1. Messrs. J. M. Smith, Harry Sipes, J. A. Sullivan, Dewar Ferguson and C. E. Lenton and the *Canadian Seamen's Union* for the unlicensed crew members employed in deck, engineroom and Steward's departments of all vessels operated by the *Marpole Towing Company Limited, Vancouver, B.C.* Masters, mates and engineers were excluded from the bargaining unit.

2. Mr. E. J. Burman and the *Brotherhood of Railroad Signalmen of America* for the employees in extra gangs in the Signal Department of the *Canadian National Railways System, Montreal, P.Q.*, in the classifications of signal foremen, signal maintainers, signal mechanics, assistants and helpers.

3. Messrs. J. M. Smith, Harry Sipes, J. A. Sullivan, Dewar Ferguson and C. E. Lenton and the *Canadian Seamen's Union, Pacific Coast District*, for the unlicensed personnel engaged on vessels of the *Young and Gore Tug Boat Company Limited, Vancouver, B.C.* Master, mates and engineers were excluded from the bargaining unit.

Following an investigation of the application by an officer of the Board and a public hearing, bargaining representatives as stated were certified in the following case:—

Messrs. E. C. Shephard, E. Barlow and William Bailey and the *Order of Railway*

Conductors for the road train conductors employed by the *Toronto, Hamilton and Buffalo Railway Company, Hamilton, Ontario.*

Applications for Certification Rejected

1. *Canadian Seamen's Union and Gulf of Georgia Towing Company Limited, Vancouver, B.C.* (L.G., Oct. 1945, p. 1459). Following an investigation of the application and a representation vote ordered by the Board, the Board decided to reject the application as the applicant union failed to obtain the support of the majority of the employees affected as required by the War-time Labour Relations Regulations, P.C. 1003.

2. *Brotherhood of Railroad Trainmen and Temiskaming and Northern Ontario Railway, North Bay, Ontario* (L.G., Dec., 1945, p. 1789). Following an investigation of the application, a public hearing and a representation vote ordered by the Board, the Board reached the decision that the application should be rejected as the applicant union failed to obtain the support of a majority of the employees affected as prescribed by the Regulations.

3. *Brotherhood of Railroad Trainmen and Toronto, Hamilton and Buffalo Railway, Hamilton, Ontario.* (L.G., Oct. 1945, p. 1459). Following an investigation of the application, a public hearing and a representation vote ordered by the Board, the Board decided to reject the application as the applicant union failed to obtain the support of the majority of employees affected as required by the War-time Labour Relations Regulations, P.C. 1003.

Application Withdrawn

International Longshoremen's and Warehousemen's Union, Local 501 and Great Northern Railway Company, Vancouver, B.C. (L.G., Jan., 1946, p. 39). On the request of the representative of the applicant union the application for certification of bargaining representatives was withdrawn.

Representation Vote Ordered

1. Following a hearing of an application for certification of bargaining representatives submitted by the *Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees*, the Board ordered that a representation vote be taken of certain clerical employees in the District Accountant's office of the *Canadian Pacific Railway Company, Moose Jaw, Saskatchewan*, Mr. R. H. Hooper, Industrial Relations Officer, Winnipeg, Manitoba, was appointed Returning Officer for the purpose of taking the vote.

2. Following consideration of an application for certification of bargaining representatives submitted by the *Canadian Seamen's Union* the Board ordered that a representation vote be taken among the unlicensed crew members in deck, engine room and Steward's departments on all vessels operated by *Cliff M.R. and B.C. Mills Towing Company Limited, Vancouver, B.C.* Mr. G. R. Currie, Industrial Relations Officer, Vancouver, B.C., was appointed Returning Officer for the purpose of taking the vote.

Applications Under Investigation

1. *Canadian Brotherhood of Railway Employees and Other Transport Workers* on behalf of Clerks and Stenographers, employed

in the Passenger Traffic Department of the *Canadian National Railways, Moncton, N.B.*

2. *Canadian Seamen's Union* on behalf of the unlicensed personnel employed on vessels owned and/or operated by *Branch Lines Limited, Montreal, P.Q.*

3. *Order of Railway Conductors*, on behalf of road train conductors, employed by the *Temiskaming and Northern Ontario Railway, North Bay, Ontario.*

4. *Canadian Radio Officers' Association, Pacific and Atlantic Districts (Locals 4 and 5) Canadian Section, Marine Department (A.C.A.-C.I.O., C.C.L.)* on behalf of Radio Officers employed on dry cargo vessels operated by *Park Steamship Company, Limited, Montreal, P.Q.*

Conciliation Proceedings Under the Wartime Labour Relations Regulations

THE Wartime Labour Relations Regulations provide conciliation machinery to attempt settlements of disputes where negotiations for an agreement following certification of bargaining representatives, or negotiations for the renewal of an existing agreement, have been unsuccessfully continued for thirty days. Disputes of this nature are referred to the Minister of Labour by the Wartime Labour Relations Board (National) or by the Provincial Board in their respective jurisdictions. A Conciliation Officer is then appointed to confer with the parties and endeavour to effect an agreement. If the Conciliation Officer is unable to bring about settlement of the matters in dispute and reports that in his view an agreement might be facilitated by the appointment of a Board of Conciliation, a Board is then established by the Minister of Labour. The duty of such a Board is to endeavour to effect an agreement between the parties on the matters in dispute and to report its findings and recommendations to the Minister.

Assignment of Conciliation Officers

During January, 1946, Conciliation Officers have been assigned to confer with the parties in an attempt to effect an agreement in the following cases:

George Weston Bread and Cakes Ltd., Toronto, Ont., and Local 847, Bakery Wagon Drivers & Warehousemen's Union, (A.F.L.-T.L.C.)—F. J. Ainsborough, Conciliation Officer.

Dominion Wheel & Foundries Ltd., St. Boniface, Man., and Local 174, International

Moulders' & Foundry Workers' Union of North America (A.F.L.-T.L.C.)—Thos. Williams, Conciliation Officer.

Railway Association of Canada, Montreal, P.Q. and Division No. 4, Railway Employees' Dept. (A.F. of L.)—J. S. McCullagh, Conciliation Officer.

Swift Canadian Company, Ltd., Stratford, Ont., and Local 307, United Packinghouse Workers' of America. (C.I.O.-C.C.L.)—William Dunn, Conciliation Officer.

J. B. Smith Lumber Company, Strachan Ave., Toronto, and Local No. 1487, United Brotherhood of Carpenters and Joiners, (A.F.L.-T.L.C.)

White Circle Co., Ltd., Sydney, N.S., and Sydney Dry Cleaning & Laundry Workers' Union (C.C.L.)—M. A. MacDonald, Conciliation Officer.

General Steel Wares, Ltd. (Toronto and London plants) and Locals 1111 and 2771, United Steelworkers' of America, C.I.O.-C.C.L.)—F. J. Ainsborough, Conciliation Officer.

Hamilton Cotton Company Limited, Hamilton, Ont., and Local No. 26, Textile Workers' Organizing Committee. (C.C.L.) F. J. Ainsborough, Conciliation Officer.

Lundy Steel Products Limited, Toronto, 1, Ont., and Local No. 3, Federation of Industrial Workers (C.C.L.)—G. R. Fenwick, Conciliation Officer.

Cosmos Imperial Mills, Ltd., Hamilton, Ont., and Local 28, Textile Workers' Organizing Committee (C.C.L.)—William Dunn, Conciliation Officer.

Ontario Steel Products Co., Ltd., Gananoque, Ont., and Local 3209, United Steelworkers' of

America (C.I.O.-C.C.L.) — James Hutcheon, Conciliation Officer.

Canadian Industries Ltd. (Windsor Works), Windsor, Ont., and Local 195, International Union, U.A.A.I.W.A. (U.A.W.-C.I.O.) — William Dunn, Conciliation Officer.

Victoria Tug Co., Victoria, B.C., and Canadian Seamen's Union, Pacific Coast District (T.L.C.)—G. R. Currie, Conciliation Officer.

Agreements Facilitated by Conciliation Officers

In the following cases, reports were received from Conciliation Officers indicating the successful completion of negotiations, and the signing of an agreement:—

Consumers' Co-operative Refineries Ltd., Regina, Sask., and Local No. 1, Oil Workers' Industrial Union (C.C.L.)—H. S. Johnstone, Conciliation Officer.

White Circle Co., Ltd., Sydney, N.S. and Sydney Dry Cleaning and Laundry Workers' Union (C.C.L.)—M. A. MacDonald, Conciliation Officer.

Firestone Textiles, Ltd., Woodstock, Ont., and United Textile Workers' of America (A.F.L.-T.L.C.) Stratford, Ont. — William Dunn, Conciliation Officer.

Swift Canadian Company, Ltd., Stratford, Ont., and Local 307, United Packinghouse Workers' of America (C.I.O.-C.C.L.)—William Dunn, Conciliation Officer.

Boards Established

During January Boards of Conciliation were established but not fully constituted as follows:

Robbins and Myers Co., of Canada, Limited, Brantford, Ont., and International Union, U.A.A.I.W.A. (U.A.W.-C.I.O.)

Cosmos Imperial Mills, Ltd., Hamilton, Ont., and Local 28, Textile Workers' Organizing Committee (C.I.O.-C.C.L.)

Corrugated Paper Box Company Limited (Cartons Specialty Ltd.), Leaside, Ont., and Local No. 466, Paper Box & Specialty Workers, (T.L.C.)

Boards Fully Constituted

During January Boards of Conciliation were fully constituted as follows:

Holden Building (William Holden, Esq.) Vancouver, B.C.—The Board of Conciliation established to deal with a dispute between Holden Building (William Holden Esq.) and Local No. 244, Building Service Employees' International Union, was fully constituted on January 22, 1946, with the appointment of Mr. J. F. Keen, Vancouver, B.C., as Chairman of the Board, by the Minister of Labour, in

the absence of a joint recommendation from the other two members of the Board. Messrs. B. Warfield and W. K. Gervin, each of Vancouver, were appointed on the nomination of the employer and employees respectively.

Hudson's Bay Company, Inc., Victoria, B.C.—The Board of Conciliation established to deal with a dispute between the Hudson's Bay Co., Inc., and Local 279, Retail Clerks' International Protective Association, was fully constituted on January 8, 1946, with the appointment of J. H. Harman, as Chairman of the Board, by the Minister of Labour, in the absence of a joint recommendation from the other two members of the Board. Mr. B. Patterson, and Mr. J. P. Simon, each of Victoria, B.C., were appointed on the nomination of the employer and employees respectively.

Frost Steel & Wire Co., Ltd., Hamilton, Ont.—The Board of Conciliation established to deal with a dispute between Frost Steel & Wire Company Limited, and Local 3561, United Steelworkers' of America, was fully constituted on January 8, 1946, with the appointment of His Honour Judge E. Lovering, Toronto, as Chairman of the Board, by the Minister of Labour, in the absence of a joint recommendation from the other two members of the Board. Messrs. E. Macaulay Dillon, and Mr. Fred Dowling, each of Toronto, were appointed on the nomination of the employer and employees respectively.

Vancouver Block (Mrs. L. Manford) Vancouver, B.C.—The Board of Conciliation established to deal with a dispute between Vancouver Block, (Mrs. L. Manford) and Local 244, Building Service Employees Union, was fully constituted on January 30, 1946, with the appointment of Mr. J. F. Keen, Vancouver, B.C., as Chairman of the Board, by the Minister of Labour, in the absence of a joint recommendation from the other two members of the Board. Messrs. D. McKenzie and J. Price each of Vancouver, were appointed on the nomination of the employer and employees respectively.

Pacific Cafe, New Westminster, B.C.—The Board of Conciliation established to deal with a dispute between Pacific Cafe and Local 28, Hotel and Restaurant Employees Union was fully constituted January 24, 1946, with the appointment of Mr. J. E. Eades, Vancouver, as Chairman of the Board, by the Minister of Labour, in the absence of a joint recommendation from the other two members of the Board. Messrs. W. M. Gilchrist, New Westminster, B.C., and T. E. Parkin, Vancouver, B.C., were appointed on the nomination of the employer and employees respectively.

Canadian Industries, Ltd., Toronto, Ont.—The Board of Conciliation established to deal with a dispute between Canadian Industries, Limited, and District 50, United Mine Workers' of America, was fully constituted on January 29, 1946, with the appointment of the Honourable Mr. Justice W. D. Roach, Toronto, Ont., Chairman of the Board, appointed on the joint recommendation of the other two members of the Board. Messrs. Gerald H. Brown, Ottawa, and Herbert Orllife, Toronto, were appointed on the nomination of the employer and employees respectively.

Cranbrook Cartage & Transfer Co., Cranbrook, B.C.—The Board of Conciliation established to deal with a dispute between Cranbrook Cartage & Transfer Company, and Local 1-405, International Woodworkers' of America, was fully constituted on January 7, 1946, with the appointment of Mr. C. J. Little, Cranbrook, B.C., as Chairman of the Board, who was appointed on the joint recommendation of the other two members of the Board. Messrs. J. M. Falkins, Cranbrook, B.C., and H. Murphy, Vancouver, B.C., were appointed on the nomination of the employer and employees respectively.

Board Reports Received

PURSUANT to the Wartime Labour Relations Regulations, Boards of Conciliation are allowed 14 days in which to make their report. This can be extended,

either by the Minister, or by mutual consent of the parties concerned. The following report was received by the Minister of Labour during December:—

Report of Board in Dispute between and Local No. 1, Wholesale, Retail

On January 11, 1946, the Minister of Labour received the report of the Board of Conciliation, the personnel of which was as follows: Mr. A. D. Muggah, Sydney, chairman, appointed on the joint recommendation of the other two members of the Board, Messrs. Neil Ferguson, Glace Bay, N.S., and Jas. Nicholson, Sydney, appointed on the nomination of the employer and employees respectively.

Report of Board

Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa.
Sir:

Pursuant to the appointment of a Conciliation Board dated October 19, 1945, and pursuant to the appointment of James Nicholson of Sydney, N.S., and Neil Ferguson of Glace Bay, N.S., as members of the said Conciliation Board, dated 10th day of October, 1945, and the appointment of A. D. Muggah, of Sydney, N.S., as Chairman of the said Board dated October 23, 1945, and received on the 26th day of October, 1945, we beg to report as follows:—

The Board met on October 3 and took the oath of office before a commissioner of the Supreme Court of Nova Scotia, following which a meeting was held to discuss the terms of reference, the interim report of Mr. H. R. Pettigrove, Conciliation Officer, procedure to be followed, and other relevant matters. Friday, November 2, was selected as the

Six Retail Stores, Glace Bay, N.S., and Distributive Workers' Union

earliest date possible for a general meeting, and notices were sent to the interested parties to attend, at the Town Hall on that date.

The Board convened at 2.30 p.m., November 2 at the Town Hall, Glace Bay. Present the following:—

Donald McDonald, Maritime Director, C.C.L.; Bernard McDonald, Organizer, C.C.L.; Thomas McLachlan, Bargaining Agent, and President, N.S. Federation of Labour; Russell McDonald, President of the Union, and Bargaining Agent; J. Smith McIvor, Union Solicitor, representing the Union; and Solomon Shore, Isaac Ein, Reuben Zilbert, Jacob Gordon—representing the employers.

The Chairman outlined the purpose for which the Board had been constituted, and asked for the co-operation of both sides in an effort to effect an agreement on the matters at issue.

Mr. McIvor on behalf of the Union tendered a copy of the proposed contract, and expressed the views of the employees stating that there appeared to be no real reason why both sides could not reach a position where a contract might be signed.

Mr. Shore spoke on behalf of the employers and offered the objection that in this instance the four employers (being Hebrew) were the victims of racial discrimination, and should not be asked to enter into a contract until at least four Gentile merchants were in the same position.

Mr. Ein voiced similar views. The employers then requested an adjournment to

enable them to consult with their Solicitor. The request was granted, and the next general meeting called for Wednesday, November 7, at the same time and place.

The Board met in Sydney on November 5, Monday, to examine the proposed contract and to consider the objections offered at the first meeting.

On Wednesday, November 7, the adjourned meeting took place at the Town Hall, Glace Bay, at which time all parties were present and represented by Solicitors.

John McNeil, K.C., employers' solicitor, outlined the position of his clients to be, in substance, as follows:—

1. The employers in this dispute should not be obliged to enter into an agreement until a majority of the retail grocers in the Town of Glace Bay are in the same position.

2. The retail grocery business is highly competitive, and operates on a small margin of profit. The employees involved are paid the equivalent of wages paid by other grocers in the same area.

3. Therefore it is not a fair proposition to put these four in a disadvantageous position, i.e. they would be faced with additional expenses when others would not be.

4. It appears that no Gentile firms have been unionized.

Mr. McIvor, on behalf of the Union, admitted that it was unfortunate that only four were involved, and that the four happened to be of the Hebrew race; however, the Union had been requested by the employees. There is no duty on the Union to organize the whole field, but there is no doubt that this will be the aim.

A general exchange of information took place, with representatives of both parties taking part. The question of representation by the employees was raised. In one instance there are now only four Union members out of fourteen who were members at the time of the organization of the Union.

Mr. McNeil requested a ruling from the Board as to whether the parties should proceed at this time to negotiate an Agreement or to further consider the questions of representation and discrimination.

The Board ruled that the above questions were without bearing on the issue and the parties should attempt to effect an agreement on the proposed contract.

The parties agreed to meet with the Board again on November 14 and in the meantime to consult with Solicitors, so that concrete proposals might be offered.

On Tuesday, November 13, the Board met at Sydney with the solicitors. The proposals

were examined and suggestions made for the next meeting which took place at Glace Bay on the following day, November 14. At this time an amended contract was submitted and each clause examined. Agreement was reached on all clauses except those dealing with holidays and wages.

The parties agreed to have the Board consider these matters, and in the meantime to furnish more information regarding established custom, etc.

It was decided that in order to have a full picture of the matters before the Board an investigation should be made of the premises of the employers; employees should be interviewed, and all pertinent information obtained.

Accordingly on the 15th, 16th, 19th and 20th days of November the Board visited the premises of the six retail stores. Employers and employees were very co-operative and readily furnished all desired information. Working conditions were found to be favourable in all instances, and relations between employer and employee harmonious. Several suggestions regarding comforts for employees were made by the Board and it was found later that these had been carried out.

On November 26 the Board met with Mr. McNeil to consider the employers' proposals regarding holidays and wages, and on the 27th a conference was held with Mr. McIvor to inform him, and to determine whether or not the amendments were agreeable to the Union. Mr. McIvor suggested several changes. On November 28 the contract was re-drafted, and on November 30 the re-drafted contract was considered. Mr. McIvor felt at this time the contract would be acceptable to his clients and he would so recommend.

On December 1, the Union indicated that they were prepared to accept and sign the contract. The employers, except one, appeared also to be in favour. The Board presented the contract to the Union officers who affixed their signatures. Mr. Shore requested further time to consider the matter of holidays.

On December 10 the Board again met with Mr. Shore, who indicated that he was prepared to grant two weeks holidays as soon as price controls were removed, and that he was in favour with the practice of giving two weeks vacation.

The Board met with Mr. Gordon, Mr. Ein and Mr. Zilbert on December 13. They stated that they were ready to sign but would prefer to wait until Mr. Shore was also prepared to accept. Mr. Shore asked for further time to consult with his solicitor.

On Saturday, December 15, the Board met with Mr. McNeil and Mr. Shore. At this conference the matter of dropping the holiday

clause entirely from the contract was considered; the question to be left for the Regional War Labour Board for decision; and it was decided to offer this suggestion to the Union as a solution to the dispute.

On Tuesday, December 18, at a meeting with the Union officers the proposal *re* the holiday clause was presented. The Union was not in favour, unless the wage clause was also to be submitted. At this stage it appeared that the parties were each definitely determined not to yield, and on December 20 a conference was held with Mr. McNeil at which the suggestion was made that a final meeting of all interested parties would be called, at which time an exchange of opinions and information would be made and if agreement was not reached the Board would make a report to the Minister and conclude its work. Mr. McNeil expressed a wish to consult with his client, and the meeting was adjourned until the following day, December 21, when, with Mr. McIvor present the whole situation was considered and opinions offered. It was considered that in view of the Christmas season it would probably be difficult to get all parties together for a general meeting and therefore the matter should be left in abeyance until a more favourable time.

Another meeting was held with Mr. McNeil on December 31, who, on behalf of Mr. Shore, proposed two weeks holidays with pay after three years service. On submission to the Union this was deemed not acceptable.

On Wednesday, January 2, 1946, the Board again met with Mr. McNeil and the employers. Mr. Shore at this time expressed his willingness to sign the contract in its present form, as signed by the Union, whereupon the contract was signed by him, followed by Mr. Zilbert, Mr. Gordon and Mr. Ein, and was witnessed by each Board member.

The Board would like at this time to commend all the parties concerned for the fine spirit of co-operation which prevailed throughout the deliberations of the Board and to express thanks for assistance rendered, particularly by Mr. McNeil and Mr. McIvor.

Respectfully submitted,

(Sgd.) A. D. MUGGAH,
Chairman

(Sgd.) NEIL FERGUSON,
Board Member

(Sgd.) JAMES NICHOLSON,
Board Member

Conciliation Work of the Industrial Relations Branch During January, 1946

Activities Under the Conciliation and Labour Act and Order in Council P.C. 4020

OFFICERS of the Industrial Relations Branch dealt with 15 industrial disputes during the month of January, involving 1,684 workpeople employed in 18 separate establishments. Of these, 9 were new disputes which originated during the month and 6 were situations which had to be un-terminated as of December 31, and received further attention in January. These disputes were dealt with under the provisions of the Conciliation and Labour Act and under Order in Council P.C. 4020. They were thus distinct from and in addition to the Conciliation proceedings described on previous pages, which developed under the Wartime Labour Relations Regulations.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, N.B., and Glace Bay, N.S. The territory of the two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg

cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario and work in close collaboration with the Provincial Conciliation Service; two officers in Montreal are assigned to the Province of Quebec and two officers resident in Fredericton, N.B., and Glace Bay, N.S., represent the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of the Industrial Relations and staff are situated in Ottawa.

Industries

MINING AND SMELTING, ETC.

Coal Mining 1

MANUFACTURING

Animal Foods 2

Metal Products 5

Printing and Publishing..... 1

Rubber Products 1

Miscellaneous 2

TRANSPORTATION AND PUBLIC UTILITIES

Electric Railways and Local Bus Lines.	1
Miscellaneous	1

CONSTRUCTION

Buildings and Structures.....	1
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Nature of Dispute or Situation

Strike or Lockout.....	6
Threatened strike	1
Arbitrations	3
Requests for services of Commissioners.	5

PREDOMINANT CAUSE OR OBJECT

Increase in wages.....	1
Increase in wages and reduced hours....	1
Increase in wages and other changes...	1
Reduced hours	1
Other causes affecting wages and working conditions	2
Discharge of workers for union membership or activity.....	5
Other union questions.....	1
Discharge of workers for other than union questions	1
Unclassified	2

Disposition

Strikes terminated by mediation or other departmental action	2
Decision rendered in arbitration.....	1
Industrial Disputes Inquiry Commission appointed under Section 5 of P.C. 4020	2
Written statement terminating situation	1
Dispute lapsed or called off; no further action required	2
Referred to Provincial authorities....	1
Disposition pending	6

Method of Settlement

Conciliation or mediation.....	5
Direct negotiations	1
Arbitration	1
Administrative action	1
Investigation only	1
Settlement pending	6

Brief summaries of the cases of chief interest follow:—

Packinghouse Workers, Various Provinces.

—The November issue of the LABOUR GAZETTE contained a report of the settlement of a dispute with regard to the terms of collective agreements between the United Packinghouse Workers of America and Canadian Packers, Limited, Burns and Company, Limited, and the Swift Canadian Company, Limited, which was negotiated by the Honourable Mr. Justice S. E. Richards, of Winnipeg, whom the Minister of Labour had appointed as an Industrial Disputes Inquiry Commissioner for the purpose. One of the recommendations of the Commissioner which was accepted by the parties was that hours of work at the

various meat packing plants should be reduced from 48 to 45 hours per week, with the exception of one plant where the work week would be reduced from 54 to 48 hours. The new schedule of daily hours was to be arranged at each plant concerned, and all hourly paid employees were to receive overtime rates for all hours worked in excess of the daily hours so arranged or upon all hours in excess of the normal work week.

Negotiations then proceeded on a local level and at some plants were well advanced in connection with the number of daily working hours. However, at a final stage certain negotiations collapsed owing to differences of opinion as to whether any tolerance should be permitted between the "standard" work week and the "schedule" work week. The companies held out for continuance for 2 or 3 hours' tolerance to provide for varying conditions and fluctuating live-stock receipts. Union representatives demanded that the "schedule" week should be set exactly on the normal week recommended by Mr. Justice Richards in the Winnipeg negotiations.

When newspaper reports indicated that a nation-wide strike vote among the plant employees and the three companies was being contemplated in certain quarters, the Minister of Labour as a preventive measure appealed to all parties on January 17th to expedite negotiations for the conclusion of collective agreements and to refer all questions on which agreement could not be reached to the Advisory Board, as agreed upon in November.

On January 23rd, following some direct negotiations, the District Director of the Union requested the Department to have Mr. Justice Richards reconvene the parties to the dispute in order to clarify the intention of the Winnipeg settlement respecting the number of hours constituting the work week. At the end of the period under review conversations were taking place in Toronto with Mr. Justice Richards acting as mediator.

Rubber Products Workers, St. Jerome, P.Q.

—Disagreement over the wages to be paid to 4 eyeletters led to a strike on January 23, 1946, involving some 1,300 employees of the Dominion Rubber Company, Limited, St. Jerome, P.Q. The situation was aggravated by a jurisdictional dispute between the St. Jerome Rubber Workers' Federal Union No. 144 (T.L.C.C.) which held a collective agreement with the company and a rival organization. Normal collective bargaining procedure had been seriously impaired since November, 1945, by a temporary injunction secured by the rival Union from the Superior Court of Quebec which restrained the company from

paying over to the Federal Union the dues collected for it by the company through a check-off system.

On the request of the Quebec Department of Labour, officers of the Federal Department endeavoured to secure a settlement of the strike. Following conferences held in Ottawa a settlement was reached under which all employees would return to work without discrimination. The dispute concerning the wage rate payable to the 4 eyeletters was referred to arbitration by a committee of three persons. It was not possible to deal in any way with the jurisdictional dispute as no decision had been handed down by the Superior Court. Work was resumed by the employees on January 30.

Newspaper Printers, Winnipeg, Man.—A brief account of a strike on November 8th by about 125 employees in the composing rooms of the Winnipeg Free Press Company, Limited, and the Southam Company, Ltd. (Winnipeg Tribune Division) was contained in the December issue of the *LABOUR GAZETTE* (p. 1819). The report of the Industrial Disputes Inquiry Commissioner, Honourable Mr. Justice W. J. Major, failed to settle the differences between the two publishers and their employees as represented by Local 191 of the International Typographical Union. On December, 14, the publishers renewed their proposal to the Union that the draft of the terms of a new collective agreement should be submitted to a Board of Arbitration. When their offer was not accepted, the publishers on December 29th issued dismissal notices to all the employees on strike. The two newspapers then began to organize their composing rooms on an "open shop" basis and to build up new staffs, claiming that no further negotiations with the International Typographical Union were planned or contemplated.

During January, as a result of various requests and intimations that a strike might spread to newspapers of the "Southam chain", the Minister of Labour arranged a joint conference at Ottawa which was attended by heads of the International Typographical Union and the President of the Southam Company, Limited. Following this conference it was proposed by the Minister of Labour that the dispute be submitted to a Board of Conciliation established by him. As the *LABOUR GAZETTE* went to press, acceptance of this proposal on the part of the publishers was being awaited.

Packinghouse Workers, Hamilton, Ontario.—Following a brief strike on November 30, 1945, which affected about 175 employees of Fowler's Canadian Company, Limited,

Hamilton, the Minister of Labour was asked by a representative of the United Packinghouse Workers of America to appoint an Arbitrator to deal with a dispute over the promotion of an employee to the position of a sub-foreman. Pursuant to the terms of the collective agreement between the parties, the Minister of Labour appointed as Arbitrator Dr. Alexander Brady, of the Department of Political Economy, University of Toronto. The issue pertained to the alleged misinterpretation and violation of the seniority provisions of the agreement by the promotion of a man over the head of Union members who had more seniority. The company took the position that the dispute was not arbitrable. The Arbitrator found that the Union was fully within its rights in seeking arbitration of the issue as a grievance arising out of the interpretation of the collective agreement. He further decided that the seniority provisions had not been violated since the agreement did not specifically deal with promotions to positions outside the bargaining unit, and that the company was free to appoint anyone to a managerial position without considering seniority.

Coal Miners, Nova Scotia and New Brunswick.—Reports were printed in previous issues of the *LABOUR GAZETTE* (March, April, June, July, August and November, 1945) regarding negotiations between Government officials, and representatives of coal miners belonging to District 26, United Mine Workers of America, and of certain coal mine operators in the Maritimes, in connection with the miners' demands for certain wage increases and additional holidays with pay.

Following the issuance of a Supplementary Finding and Direction by the National War Labour Board on October 12 and a referendum among the union members later that month, a deadlock ensued over the insistence of operators that the Collective Agreement under negotiation should include conditional clauses to the term of the Agreement. The companies wanted it written into the Agreement that the wage schedules and increased remuneration were based and dependent upon continued financial assistance from the Government, and that if there should be any change in the Government's policy of price control or financial assistance the Agreement would automatically terminate.

After several weeks of negotiations and correspondence, it was proposed by officers of the Department of Labour that the Agreement should be signed and the disputed point covered by an exchange of letters between the parties. As a result of further direct negotiations, an Agreement was signed on February

3rd between District 26, United Mine Workers of America, and the four major coal mine operators.

Prior to the signing of the Agreement the companies wrote Union officials stating that the wage schedules contained therein were possible of payment only because the operations of the companies were assisted by the Dominion Government in the form of money grants by the Government and that the new increases in remuneration for the workmen covered by the Agreement were to be derived

solely from funds arising from the recent increase of 33 cents per short ton in the selling price of coal (see previous issues of *LABOUR GAZETTE*).

The District Executive Board of the Union, in reply to the companies letters, stated that the Union considered the Agreement to be a "firm contract" until January 31, 1947, and that if the contingencies mentioned in the operators' letters should arise, District 26 reserved the right to take such action as it deemed necessary.

Alberta Federation of Labour Presents Legislative Program to Provincial Government

ON January 15, the Executive Council of the Alberta Federation of Labour, an affiliate of the Trades and Labour Congress of Canada, submitted to the Government of Alberta a program of proposed labour legislation for 1946.

In the program, which is outlined below, the Federation suggested:—

Dominion-Provincial Conferences.—The securing of labour advisers by the government to assist during the discussion of matters directly affecting labour.

Post-war Planning.—The immediate completion of the Industrial Development Board, responsible only to the premier; the establishment of an Industrial Scientific Laboratory; and the encouragement of industrial municipal surveys.

Collective Bargaining.—Defining the term so as to include intent to reach an agreement; amending the Industrial Conciliation Act so that members of the union in good standing and other employees who have been employed for three months prior to the vote shall be included in votes to determine the bargaining agent; employees dismissed for union activity, be entitled to not less than \$100 damages in each case.

Labour Welfare Act.—Introducing provisions to bring municipal and civic employees under the Act; abolishing split shifts; enforcing statutory holidays with pay; and the introduction of an act, similar to that in force in Ontario, providing for vacations with pay in such occupations as the construction industry.

Wages.—A minimum of 60 cents an hour for male workers and investigation and outlawing of incentive bonus plans advocated.

Hours of Work.—Establishing a maximum 40-hour week by-law and introducing it to the civil service.

Workmen's Compensation.—Raising compensation to 100 per cent of earnings and abolishing the three-day waiting period.

Civil Service Conditions.—Protection of Civil Servants in governmental transfers of

employment; better pay for mental institute employees; and the bringing of all government employees not classed as civil servants under the Unemployment Insurance Act.

The Federation, in its proposals also endorsed old age pensions, health plans and health insurance, and the brief of the Alberta Association of Registered Nurses asking for better conditions in the profession. It also asks for a course in labour education to be instituted.

Annual Convention

The twenty-fifth annual convention of the Federation was held in Calgary in November of last year.

A large number of resolutions were placed before the delegates, the most important of which were ultimately embodied in the proposals for labour legislation presented to the Provincial Government, and described above.

The delegates were welcomed by J. C. Watson, President of the Calgary Trades and Labour Council. The report of the Credential Committee showed a total of 119 delegates in attendance, representing Provincial Organizations, Trades and Labour councils, Local Unions and twelve fraternal delegates and guests.

The convention was addressed by the Hon. C. E. Gerhart, Minister of Trade and Industry for Alberta; Mr. J. Hartley, M.L.A., representing the Provincial Command of the Canadian Legion; Mr. Carl C. Cook, Chairman of the Workmen's Compensation Board of Alberta; and Mr. F. J. White, Regional Superintendent of the Unemployment Insurance Commission.

The election of officers resulted as follows: President, D. B. MacKenzie; Secretary-Treasurer, G. G. Cushing; tellers, E. Castles, J. R. Finely, and H. Dear. M. Ainslee was declared elected as Federation Delegate to the annual meeting of the Trades and Labour Congress of Canada.

Lethbridge was declared the next convention city.

Collective Agreements and Wage Schedules

Recent Collective Agreements

COLLECTIVE agreements received in the Department are outlined in the *LABOUR GAZETTE* from month to month. It is not possible because of limitation of space to include all agreements received. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included.

Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

Mining, Non-Ferrous Smelting and Quarrying: Coal Mining

ESTEVAN, BIENFAIT, AND ROCHE PERCEE, SASK.—SIX COAL MINING COMPANIES AND UNITED MINE WORKERS OF AMERICA, DISTRICT 18.

Agreement to be in effect from July 1, 1945, to July 1, 1946. The parties to the agreement will meet in conference 60 days prior to the expiration date to discuss a renewal thereof. All mine workers who are eligible shall join the union and sign check-off for all dues, assessments and fines. The mine owners agree to make deductions from miners' pay for same and forward it to union.

Hours of work: 8 per day as provided by the Mines Act of Saskatchewan. Overtime at time and one-half and rate and one-half for datal and contract workers respectively for work in excess of normal working time (excepting the 30 minutes allowed to clean up coal in transit at both stripping and deep seam operations), also for work on Sundays or regular scheduled day off and 10 specified holidays.

Hourly wage rates for datal workers: Above ground (both shaft and strip mines)—dumpman, common labour, teamster, carpenter's helper, blacksmith's helper, electrician's helper, and tippie dumper, 62 cents; truck driver, tippie checker, and fireman (stationary boiler), 64½ cents; screenman, locomotive fireman, brakeman tippie operator, and shot firer (in pit), 67 cents; carpenter, blacksmith, hoist engineer, locomotive engineer, stationary engineer, and general repairman, 74½ cents. Under ground (shaft mines only)—common labour, timberman's helper, cager's helper, trip rider, and loader, 64½ cents; timberman, trackman cager, motorman, driver and pumpman, 67 cents; machine runner's helper and shot firer, 72 cents; machine runner and electrician, 77 cents. Contract rates are given for deep seam mines.

"Wet places": where water drops from the roof in sufficient quantities to wet through a

man's clothing or where standing water is over 4½ inches average depth across the place shall be considered a wet place. The rate for such places shall be 40 cents extra per day subject to approval of National War Labour Board. For baling out a wet place before loading, contract miners will be paid 15 cents per barrel or at company rate.

Provision is made for seniority rights and grievance procedure.

Mining, Non-Ferrous Smelting and Quarrying: Metal Mining

SHERRIDON, MAN.—SHERRITT GORDON MINES LTD. AND INTERNATIONAL UNION OF MINE, MILL AND SMELTER WORKERS, LOCAL 695.

Agreement to be in effect from October 1, 1945 to September 30, 1946. The company recognizes the union as the sole bargaining agency for all eligible employees. The company agrees to deduct from any employee's pay upon authorization all initiation fees, dues, assessments, etc., and to remit same to union monthly. All employees now members of the union or who become members shall remain members in good standing for the life of the agreement. A joint labour management committee, consisting of equal numbers from the company and union, will be established to accelerate production. They shall meet at least once monthly with the sole object of achieving high working morale, efficiency, mutual production, co-operation and elimination of friction and absenteeism.

Hours of work: hoisting and lowering schedules at the mines will be arranged to provide approximately 8 hours from collar to collar. Overtime: time and one-half for work in excess of 8 hours in any 24-hour period (except when due to regular change of shifts), or in excess of 48 hours per week, and for work on any of 6 specified statutory holidays. Vacation: 6 days with pay after one year's continuous service, 7 days after 2 years' service and so on to a maximum of 12 days after 7 years of service.

Wages: the existing schedule of wage rates shall remain in effect for the duration of the agreement.

Provision is made for seniority rights, grievance procedure, group life, sickness and accident insurance, adequate medical and hospital facilities, and assistance to Sherridon Club, Athletic Club, and Curling Club.

BRITANNIA BEACH, B.C.—BRITANNIA MINING AND SMELTING Co., LTD. AND INTERNATIONAL UNION OF MINE, MILL AND SMELTER WORKERS, LOCAL 663.

Agreement to be in effect from September 3, 1945, to September 2, 1946. The company recognizes the union as the exclusive repre-

representative of all eligible employees, who may join the union. Check off: the company agrees to forward to the union monthly, all dues, assessments and fines so authorized by union members. A labour management committee, based on equal representation of labour and management, may be established, and it is mutually agreed to give every support and consideration to this committee.

Hours of work: for all underground employees 8 hours from portal to portal shall constitute a shift. The regular working week shall be 6 days of 8 hours each, a 48-hour week. Overtime: time and one-half for all work in excess of the above hours for work on the weekly day of rest, and for work on 6 specified statutory holidays. Vacation: annual vacation with pay will be granted to all qualified employees as per N.W.L.B. Directive of September 14, 1943.

Provision is made for seniority rights and grievance procedure.

Manufacturing: Vegetable Foods, etc.

CARDINAL, ONT.—THE CANADA STARCH COMPANY LTD. AND THE NATIONAL UNION OF FOOD PROCESSORS, LOCAL 1.

Agreement to be in effect from February 1, 1945, to January 31, 1946, and thereafter from year to year subject to 6 weeks' notice. The company recognizes the union as the exclusive bargaining agency for all eligible employees. Check-off: the company agrees to deduct union dues monthly from members' pay, who authorize it, and remit same to the union.

Hours of work: 8 per day, a 48-hour week. Overtime: time and one-half for work in excess of 8 hours in any one day or shift, for work on Sundays and 7 specified holidays. Vacation: one week with pay after one full year's continuous service with the company.

Hourly wage rates for male workers: mechanical division—Class 8 (machinist mechanic, pipe-fitter mechanic, electrician mechanic, boiler-maker), 78 cents; Class 7 (millwright, carpenter, mechanic, machine operator, tinsmith mechanic, moulder, coremaker, welder, boiler house fireman), 73 cents; Class 6 (maintenance man mechanic, carpenter mechanic blacksmith), 69 cents; Class 5 (machinist general, pipe-fitter general, electrician general, painter mechanic, meterman, engineer 3rd class), 65 cents; Class 4 (maintenance man general, tinsmith general, babbittman), 61 cents; Class 3 (rigger, improver, painter general, oiler, bricklayer), 58 cents; Class 2 (helper mechanical department), 55 cents; Class 1 (coalman, general labour), 52 cents. Miscellaneous and yard division—Class 7 (locomotive engineer, crane operator mechanic), 73 cents; Class 6 (crane operator), 69 cents; Class 5 (brakeman-upper yard), 65 cents; Class 4 (tractor driver, weigh master), 61 cents; Class 3 (track repair, truck driver, locomotive fireman, brakeman-lower yard), 58 cents; Class 2 (fireman-crane, watchman), 55 cents; Class 1 (truck driver helper, shipping and yard labour), 52 cents. Dry starch, refinery and wet starch divisions—Classes 1 to 7, wage rates same as above for same classifications.

Hourly wage rates for female workers: dry starch division—44 to 61 cents; refinery—41½ to 65 cents; mechanical—41½ to 54 cents; dry starch—39½ to 44 cents; refinery and finished products—39½ to 41½ cents; mechanical and miscellaneous—44 cents.

Apprentice rates for adult males—beginner, 52 cents; after 8 months, 55 cents; after 16 months, 58 cents; after 24 months, 61 cents; after 32 months, 65 cents; after 40 months, reclassification to occupation.

Manufacturing: Tobacco and Liquors

MONTREAL, P.Q.—W. C. MACDONALD INC. AND THE TOBACCO WORKERS' INTERNATIONAL UNION, LOCAL 235.

Agreement to be in effect from April 6, 1945, to April 6, 1946, with provision for parties to agreement to meet prior to expiration date for consideration of renewal. This agreement is similar to the one previously in effect and summarized in the LABOUR GAZETTE for November, 1944, p. 1366.

WALKERVILLE, ONT.—HIRAM WALKER AND SONS, LTD. AND DISTILLERY, RECTIFYING AND WINE WORKERS' INTERNATIONAL UNION OF AMERICA (DISTILLERY WORKERS' LOCAL 61).

Agreement to be in effect from July 1, 1945, to June 30, 1947, and thereafter from year to year subject to 90 days' notice. (Wage rates may be changed on July 1, 1946, upon 30 days' notice.) The company recognizes the union as the sole collective bargaining agency for all eligible employees. All employees must join the union within 15 days of the signing of the agreement, and new employees must join. All employees must maintain membership in good standing as a condition of employment. The company will deduct union dues from the employees' pay monthly and remit same to union, for those employees who so authorize it.

Hours of work: 8 per day, a 48-hour week, for production departments and power house; other departments 44 hours per week. Time and one-half for work in excess of these hours and for work on Sundays (except in production departments and power house) and 6 specified holidays. Vacation: one week with pay for all employees with one to 5 years' service with the company, 2 weeks with pay for employees with 5 years' or more service.

Wages: "An employee shall be entitled to the maximum rate of pay provided for his classification after one year's service with the company and not less than one month in the classification."

Provision is made for seniority rights and grievance procedure.

WATERLOO, ONT.—JOSEPH E. SEAGRAM AND SONS LTD. AND THE DISTILLERY, RECTIFYING AND WINE WORKERS' INTERNATIONAL UNION OF AMERICA, LOCAL 48.

Agreement to be in effect from September 1, 1945 to August 31, 1946, and thereafter from year to year subject to 60 days' notice. The company recognizes the union as the sole bargaining agency for all eligible employees. Only union members in good standing will be kept in employment and permanent new employees must join the union immediately upon being hired. The union agrees to accept such employees as full members upon acceptance and approval of the union and payment of all regular fees and dues.

Hours of work: 8½ per day Monday through Friday, 4½ Saturday, a 48-hour week. Overtime at time and one-half for work in excess of these hours. Employees are given 6 specified statu-

tory holidays with pay, and also Victoria Day if the latter is re-instated by the government as a statutory holiday, provided the employees do not absent themselves from work without permission on work days immediately preceding or following these holidays. Vacation with pay of one week for all employees with one year's continuous service with the company and 2 weeks for all with 5 years' service.

Hourly wage rates after 12 months' service: bottlers—female, 50 cents, male, 65 cents; warehousemen, grain elevator helpers, 68 cents; grain elevator operators, mill helpers, drier house helpers, coal passers, 70 cents; yeast men, mash tub operators, cooker operators, fermenting room, evaporator and spray driers, drier house operators, 75 cents; engineers 2nd class, electricians, 90 cents; coopers, carpenters, maintenance skilled, 80 cents; engineers 3rd class, 79 cents; electricians' helpers, 75 cents; maintenance semi-skilled, 72 cents; yard labour, 65 cents. Weekly wage rates: millers, \$42.60; still operators, \$43.10; shippers, \$41.10; mixer room helpers, \$40; truck drivers, \$35 to \$36.50.

Provision is made for seniority rights and grievance procedure.

Manufacturing: Rubber Products

SARNIA, ONT.—ST. CLAIR PROCESSING CORPORATION LTD. AND UNITED GAS, COKE AND CHEMICAL WORKERS OF AMERICA, LOCAL 14.

Agreement reached following establishment of a Board of Conciliation, to be in effect from August 11, 1945, to August 10, 1946, and thereafter from year to year subject to 60 days' notice. The company recognizes the union as the sole bargaining agency for all eligible employees. Check-off: the company agrees to deduct union dues from employees who so authorize.

Hours of work: for day workers present hours to be continued; for shift workers 8 per shift, a 48-hour week. Overtime: for day workers time and one-half for work between regular quitting time and midnight or during regular lunch period (work permitting a half-hour lunch period will be granted later in the day without payment); double time for work between midnight and regular work starting time on the next regular working day, for work performed on employees' regular day off, and on 6 specified statutory holidays; for shift workers, time and one-half will be paid for work during the 8 hours immediately following their shift and double time for work during the 8 hours immediately preceding their regular shift and as above. Vacation of one week with pay after one year's continuous service and 2 weeks (12 working days) with pay after 3 years' service with the company.

Wages presently being observed by the company and as set forth and authorized by the Regional War Labour Board for Ontario shall be maintained for the duration of the agreement.

Provision is made for seniority rights and grievance procedure.

Manufacturing: Pulp, Paper and Paper Products

LA TUQUE, P.Q.—BROWN CORPORATION AND LE SYNDICAT NATIONAL DES TRAVAILLEURS DE LA PULPE ET DU PAPIER DE LA TUQUE, INC., AND THE NATIONAL FEDERATION OF PULP AND PAPER WORKERS, INC.

Agreement to be in effect from May 15, 1945, to May 13, 1946, and thereafter from

year to year subject to 30 days' notice. The company recognizes the unions as the sole agents for their members and the right of its employees to become members of the union and will not attempt to interfere with such rights, nor to discriminate against such members.

Hours: for day workers, 8 per day, 48 per week; for shift workers, 8 hours shifts, 48 per week. Overtime is payable at time and one-half for day workers as well as for work on Sundays and 4 statutory holidays for all hourly-paid employees. Vacation: one week with pay for employees with one year's continuous service with the company and 2 weeks with pay for those with 5 years' service subject to provisions of the "1945 Vacation Plan" and consent of the Regional War Labour Board.

Provision is made for seniority rights, grievance procedure and an apprenticeship plan.

Manufacturing: Metal Products

TRENTON, N.S.—THE EASTERN CAR COMPANY LTD. AND UNITED STEEL WORKERS OF AMERICA, LOCAL 1231

Agreement to be in effect from September 24, 1945 to September 23, 1946, and thereafter from year to year subject to 30 days' notice. The company recognizes the union as the sole bargaining agency for its members and also the right of employees to become union members. When hiring new employees preference shall be given to union members if available and secondly to residents of the immediate vicinity. All employees now members of the union and any who become members, shall as a condition of employment remain members in good standing during the life of this agreement. Check-off: union dues to be deducted weekly from member's pay by the company upon employee's authorization and paid to the union.

Overtime: time and one-half for work in excess of 8 hours within the 24-hour period, and for all work on Sundays and 6 specified statutory holidays. Vacation with pay shall be established in accordance with the Finding and Direction of the Regional War Labour Board.

Provision is made for seniority rights and grievance procedure.

GUELPH, ONT.—FEDERAL WIRE AND CABLE COMPANY LTD. AND THE UNITED STEEL WORKERS OF AMERICA, LOCAL 3021

Agreement, reached in settlement of a strike (L.G., Dec., 1945, p. 1869), to be in effect from December 1, 1945, to December 1, 1946, and thereafter from year to year subject to notice. The company recognizes the union as the sole collective bargaining agency for all eligible employees.

Hours of work: a 48-hour week. In order to have Saturday afternoon off the hours have been amended from the 8 hour day to 8½ Monday through Friday and 4½ on Saturday. Overtime to be paid at time and one-half for all work in excess of these hours and for work on Sundays and 6 specified statutory holidays. Vacation: one week with pay for employees with one year's service or more with the company.

Wages: a wage schedule and job classification to be negotiated and made a part of this agreement subject to the approval of the Regional War Labour Board.

Provision is made for seniority rights and grievance procedure.

Manufacturing: Shipbuilding

COLLINGWOOD, ONT. — THE COLLINGWOOD SHIPYARDS LTD. AND THE INDUSTRIAL UNION OF MARINE AND SHIPBUILDING WORKERS OF CANADA, LOCAL 4.

Agreement, pursuant to a Board of Conciliation, to be in effect from August 1, 1945, to August 1, 1946, and thereafter from year to year subject to 30 days' notice. The company recognizes the union as the collective bargaining agency for all eligible employees and there is to be no difference in the treatment of union and non-union members.

Hours of work: day shift—9 per day Monday through Friday, 5 on Saturday, a 50-hour week in the summer; 8½ per day Monday through Friday, 4½ on Saturday, a 48-hour week in the winter; night shift—11 per night Monday through Friday, a 55-hour week. Overtime at time and one-half for all work in excess of 48 hours in any one week for both day and night work, summer and winter, and for work on 3 specified statutory holidays. Double time to be paid for any work that is absolutely necessary on 3 additional statutory holidays. Vacation with pay will be granted as directed by the War Labour Board or other recognized government board having authority.

Wage rates shall be in accordance with the provisions of Finding and Direction of National War Labour Board dated January 7, 1944, and any further Finding and Direction of National War Labour Board.

Five cents per hour additional to the regular day rate shall be paid to employees on the night

shift. "Dirty work" is to be paid at time and one-quarter.

Provision is made for seniority rights and grievance procedure.

MIDLAND, ONT.—MIDLAND SHIPYARDS, LTD. AND THE INDUSTRIAL UNION OF MARINE AND SHIPBUILDING WORKERS OF CANADA, LOCAL 9.

Agreement following a Board of Conciliation to be in effect from November 7, 1945, to November 1, 1946, and thereafter from year to year subject to 30 days' notice. The company recognizes the union as the collective bargaining agency for all eligible employees and there will be no difference in the treatment of union and non-union employees.

Hours of work: day shift—8½ per day Monday through Friday, 4½ on Saturday, a 48-hour week; night shift—9½ hours per night Monday through Thursday, 10 hours on Friday, a 48-hour week. Overtime: time and one-half for all work in excess of 48 hours in any one week and for work on 3 specified statutory holidays; on 3 additional statutory holidays only work that is absolutely necessary to be done and paid for at double time. Vacations with pay shall be granted as directed by the War Labour Board or other responsible authority.

Wages shall be in accordance with the provisions of the Finding and Direction of National War Labour Board, dated January 7, 1944, and any further Finding and Direction of National War Labour Board.

"Dirty work" to be paid for at one and one-quarter the normal hourly rate. Five cents per hour additional to the regular day rate shall be paid to employees on night shift.

Provision is made for seniority rights and grievance procedure.

*Collective Agreement Act, Quebec**Recent Proceedings Under the Act*

IN Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship and certain other conditions made binding, throughout the Province or within a certain district, on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for filing objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Further information concerning the legislation is given in the LABOUR GAZETTE, January, 1943, page 86. Proceedings under this Act and earlier legislation

have been noted in the LABOUR GAZETTE monthly since June, 1934.

Recent proceedings under the Act include the amendment of five agreements and the correction of one other, all of which are noted below. A request for a new agreement for permanent municipal employees in the City of Quebec was published December 15, 1945. A request for the amendment of the bakers' agreement in Montreal was also published December 15. Requests for the amendment of the building trades agreements for both Montreal and Quebec were gazetted December 22. Requests for the amendment of the agreements for barbers and hairdressers at Three Rivers, bakers and deliverymen at Three Rivers, building trades at Quebec, uncorrugated paper box industry for the Province and barbers at Sherbrooke were published January 12. A request for a new agreement for firefighters at Quebec was also published January 12.

Orders in Council were also published approving the constitution and by-laws of

certain joint committees and others approving the levy of assessments on the parties.

Manufacturing: Printing and Publishing

PRINTING TRADES, MONTREAL

An Order in Council, dated December 21, 1945, and gazetted January 5, 1946, extends the term of the previous Orders in Council, (L.G., November 1945, p. 1679, and previous issues) to March 1, 1946.

LITHOGRAPHERS, PROVINCE OF QUEBEC

A correction of the Order in Council (L.G., December, 1945, p. 1824) is published in the Quebec Official Gazette, December 29, 1945. This correction does not affect the summary already given.

Construction

BUILDING TRADES, MONTREAL

An Order in Council, dated December 21, 1945, and gazetted January 5, 1946, extends the term of the agreement (L.G., January, 1945, p. 71, September, p. 1341, November, p. 1679, December, p. 1827) to March 31, 1946.

Service: Business and Personnel

FUNERAL UNDERTAKERS, MONTREAL

An Order in Council, dated December 14, and gazetted December 22, extends the term of the agreement (L.G., December, 1945, p. 1827 and previous issues) to January 17, 1946.

BARBERS AND HAIRDRESSERS, JOLIETTE

An Order in Council, dated December 7, 1945, and gazetted December 15, 1945, amends the previous Orders in Council for this industry (L.G., January, 1944, p. 70, September, p. 1143, January, 1945, p. 71) by providing that within the City of Joliette, the Monday holiday applies to every month of the year in the hairdressing parlours and the hours of work shall end at 7 p.m. on Saturday and holiday eves. Other amendments do not affect the summary already given.

BARBERS AND HAIRDRESSERS, THREE RIVERS

An Order in Council, dated December 7, 1945, and gazetted December 15, 1945, amends the previous Orders in Council for this industry (L.G., February, 1945, p. 182, August, p. 1199, and previous issues) by providing for a reduction in the hours of work of barbers and men's male and female hairdressers of Louiseville from 62 to 56 hours per week.

Canadian Vocational Training

THE following types of projects are now carried on under Canadian Vocational Training by the Dominion Department of Labour in co-operation with the Provincial Governments:

- (1) The vocational and pre-matriculation training of discharged members of the Forces.
- (2) Training of apprentices.
- (3) Retraining of workers released from employment.
- (4) Training of foremen and supervisors.
- (5) Training of young people and assistance to students.
- (6) Dominion financial assistance to the province for vocational schools.

Cumulative Enrolment

From its inception up to December 31, 1945, the gross enrolment in all types of projects has been 452,985 made up as follows:

Full-time pre-employment classes for war industry	108,408
Part-time classes for persons employed in war industry	35,256
Full-time plant schools in industry..	38,000
Industrial supervisors and foremen...	104,721
R.C.A.F. Tradesmen	65,213
Army Tradesmen	49,262
Navy Tradesmen	9,056
Discharged members of the Forces....	33,814
University students	9,255

Training of Discharged Members of the Forces

The enrolment of discharged members of the Forces for different types of vocational and pre-matriculation training showed a further substantial increase during the month of December, although owing to the Christmas holiday period, the increase was not so marked as in the preceding months. The total enrolment on December 31 was 20,166 distributed as follows:

Pre-matriculation Classes.....	5,286
Correspondence Courses.....	412
Training on the Job in Industry.....	4,065
Pre-employment Training in Private Trade and Commercial Schools.....	2,847
Pre-employment Training in C.V.T. Schools	7,556

The shortage of housing accommodation has increased the difficulties in many of the cities where special rehabilitation training centres

have been opened. C.V.T. has been faced with the problem of providing board and lodging for those enrolled in the different classes. Such accommodation has already been arranged at Red Deer and Brockville.

New buildings have been obtained and additional classes opened in recent weeks in the following places: Vancouver, Edmonton, Prince Albert, Regina, Winnipeg, Fort William, Toronto, London, Brockville, Prescott, Kitchener, Montreal, Sherbrooke, Three Rivers, Quebec, Moncton and Pictou. The seasonal decrease in employment has made it more difficult in some areas to locate suitable opportunities for training veterans on the job in industry. It is anticipated that this situation will be corrected with the approach of spring. Additional field staff, however, have been taken on and a special effort has been made to develop training on the job opportunities. The attention of veterans has been directed to the building and construction trades as affording excellent prospects of immediate employment. This effort has been carried on through the co-operation of the counsellors of the Department of Veterans Affairs and the three Services as well as by radio broadcasts, bulletins and special publicity given in the Press.

Vocational Training Advisory Council

In the middle of January a meeting of the Vocational Training Advisory Council was held in Ottawa at which special attention was given to the training of discharged members of the Forces. Numerous resolutions and recommendations were made, which have been passed on to the appropriate authorities. A fuller account of the meeting is given elsewhere in the *LABOUR GAZETTE*. The meeting was followed by a conference of the Regional Directors and Superintendents of Rehabilitation Training in all provinces, at which attention was given to detailed methods of procedure, closer co-operation with the Department of Veterans Affairs and the National Employment Service, the expansion of existing facilities and the addition of special types of vocational training.

Other Training Projects

No training has as yet been commenced in any province for workers released from gainful employment and no additional provinces have

TABLE 1—REHABILITATION TRAINING OF DISCHARGED MEMBERS OF THE FORCES
TRAINING ON THE JOB IN INDUSTRY APRIL 1, 1945 TO DECEMBER 31, 1945

(Subject to Revision)

	NUMBERS IN TRAINING			COM- PLETIONS	WITH- DRAWALS
	From April 1/45 to Dec. 31/45	Enrolled in Dec.	At End of Dec.	From April 1/45 to Dec. 31/45	From April 1/45 to Dec. 31/45
Dominion Summary					
Men.....	5,307	884	4,021	579	707
Women.....	87	9	44	20	23
Total.....	5,394	893	4,065	599	730
Prince Edward Island					
Men.....	51	13	33	7	11
Women.....					
Total.....	51	13	33	7	11
Nova Scotia					
Men.....	119	37	104	12	3
Women.....	5		4	1	
Total.....	124	37	108	13	3
New Brunswick					
Men.....	97	20	74	14	9
Women.....	4		3	1	
Total.....	101	20	77	15	9
Quebec					
Men.....	910	154	690	100	120
Women.....	10		5	1	4
Total.....	920	154	695	101	124
Ontario					
Men.....	2,071	303	1,639	147	285
Women.....	26	7	17	4	5
Total.....	2,097	310	1,656	151	290
Manitoba					
Men.....	654	122	534	50	70
Women.....	3			2	1
Total.....	657	122	534	52	71
Saskatchewan					
Men.....	263	38	189	46	28
Women.....	3	1	2	1	
Total.....	266	39	191	47	28
Alberta					
Men.....	507	61	306	99	102
Women.....	17		6	6	5
Total.....	524	61	312	105	107
British Columbia					
Men.....	635	136	452	104	79
Women.....	19	1	7	4	8
Total.....	654	137	459	108	87

TABLE 2.—REHABILITATION TRAINING IN CORRESPONDENCE COURSES AND PRE-MATRICULATION CLASSES APRIL 1, 1945 TO DECEMBER 31, 1945

(Subject to Revision)

	NUMBERS IN TRAINING			COM- PLETIONS	WITH- DRAWALS
	From April 1/45 to Dec. 31/45	Enrolled in Dec.	At End of Dec.	From April 1/45 to Dec. 31/45	From April 1/45 to Dec. 31/45
Dominion Summary					
Correspondence	513	53	410	30	73
Pre-Matriculation	7,833	813	5,216	1,854	764
	112	8	70	27	14
Total	8,461	874	5,698	1,912	851
Prince Edward Island					
Correspondence	4		4		
Pre-Matriculation	13		6	6	1
Total	17		10	6	1
Nova Scotia					
Correspondence	7		4	2	1
Pre-Matriculation	87		48	22	17
	1			1	
Total	95		52	25	18
New Brunswick					
Correspondence	4		3		1
Pre-Matriculation	139	20	89	40	10
Total	143	20	92	40	11
Quebec					
Correspondence	63	3	41	3	19
Pre-Matriculation	445	1	443		2
Total	508	4	484	3	21
Ontario					
Correspondence	245	34	209	7	29
Pre-Matriculation	1		1		
	3,875	578	2,624	832	420
	54	2	36	14	3
Total	4,175	614	2,870	853	452
Manitoba					
Correspondence	47	2	42	1	4
Pre-Matriculation	1,164	155	721	293	150
	14	3	10	1	3
Total	1,225	160	773	295	157
Saskatchewan					
Correspondence	38	10	30	5	3
Pre-Matriculation	1		1	1	
	794	51	608	111	75
	17	3	11	2	4
Total	850	64	649	119	82
Alberta					
Correspondence	56	2	42	3	11
Pre-Matriculation	1		1		
	846	8	486	291	69
	15		9	4	2
Total	918	10	538	298	82
British Columbia					
Correspondence	49	2	35	9	5
Pre-Matriculation					
	470		191	259	20
	11		4	5	2
Total	530	2	230	273	27

TABLE 3.—REHABILITATION TRAINING IN SCHOOLS APRIL 1, 1945 TO DECEMBER 31, 1945

	NUMBERS IN TRAINING			PLACED IN EMPLOY- MENT	COM- PLETED BUT NOT REPORTED PLACED	WITH- DRAWALS
	From April 1/45 to Dec. 31/45	Enrolled in December	At End of December			
<i>Dominion Summary</i>						
Men.....	12,738	2,067	9,458	1,577	303	1,403
Women.....	1,803	153	945	394	80	387
Total.....	14,541	2,220	10,403	1,971	383	1,790
<i>Prince Edward Island</i>						
Men.....	46	1	31	2	8	4
Women.....	8	.....	4	1	3	1
Total.....	54	1	35	3	11	5
<i>Nova Scotia</i>						
Men.....	526	198	474	38	.....	14
Women.....	29	2	26	2	.....	1
Total.....	555	200	500	40	.....	15
<i>New Brunswick</i>						
Men.....	435	54	299	65	2	71
Women.....	57	6	37	6	1	13
Total.....	492	60	336	71	3	84
<i>Quebec</i>						
Men.....	2,352	377	1,935	138	70	209
Women.....	280	28	167	52	5	56
Total.....	2,632	405	2,102	190	75	265
<i>Ontario</i>						
Men.....	4,604	823	3,501	550	98	455
Women.....	575	54	333	96	28	118
Total.....	5,179	877	3,834	646	126	573
<i>Manitoba</i>						
Men.....	1,810	218	1,260	169	68	313
Women.....	236	16	110	56	2	68
Total.....	2,046	234	1,370	225	70	381
<i>Saskatchewan</i>						
Men.....	793	93	524	169	22	78
Women.....	129	9	62	34	11	22
Total.....	922	102	586	203	33	100
<i>Alberta</i>						
Men.....	1,181	160	821	176	19	165
Women.....	234	10	89	76	16	53
Total.....	1,415	170	910	252	35	218
<i>British Columbia</i>						
Men.....	991	143	613	270	16	94
Women.....	255	28	117	71	14	55
Total.....	1,246	171	730	341	30	149

completed the agreement, other than those mentioned in the last issue of the *LABOUR GAZETTE*.

The Agreement on Dominion assistance to vocational schools has been signed by all provinces, except Ontario, and under the terms of the agreement, Dominion aid in these prov-

inces will be retroactive to April 1, 1945. Assistance has been given to university students, nurses in training at hospitals and prospective teachers under the Student Aid Schedule of the Youth Training Agreement, which is in effect in all provinces of the Dominion.

Vocational Training in Transition Period

Advisory Council Recommends Expansion of Facilities

THE Vocational Training Advisory Council established late in 1942 under the Vocational Training Co-ordination Act, held its sixth general meeting in the Senate Railway Committee Room, Ottawa, January 15 to 17, 1946. Dr. G. Fred McNally, Deputy Minister, Department of Education, Alberta, Chairman of the Advisory Council, presided.

Address of Welcome

Mr. Arthur MacNamara, Deputy Minister of Labour, welcomed the members on behalf of Hon. Humphrey Mitchell, who had been called out of the city on Departmental business. Mr. MacNamara said that in his belief "the training of veterans and war workers and the establishment of vocational training facilities generally were matters, the importance of which could not be stressed too much."

He referred to the present training facilities and reminded the Council that there were still 300,000 men in the Armed Services. He expressed the opinion that at least 300,000 veterans and war workers would be released by Spring. "As many of these will want vocational training, there is a possibility that additional training facilities will be required." He suggested that the Council might find it desirable to recommend that these be provided.

He pointed out that the Government had promised to give veterans the type of vocational training they desired when they wanted it and declared that he considered vocational training to be as important to the country as university training in that it helped people to secure employment more readily.

Director's Report

Mr. R. F. Thompson, Director of Vocational Training, Department of Labour, presented a report covering recent activities of the Training Branch. He stated that "radical changes had been made in the content of training following the termination of active hostilities." All projects formerly carried on for army and navy tradesmen (War Emergency Training) had been discontinued, except the training of

foremen and supervisors, which it was planned to continue until the end of the present fiscal year. After that time, Mr. Thompson stated, it will be carried on in those provinces that have expressed a willingness to share the costs with the Dominion on a 50-50 basis.

He pointed out that the training of discharged members of the forces had developed into the major responsibility of Canadian Vocational Training. "During the last few months," he said, "the number of those under training has increased by approximately 5,000 each month. Up to the end of November nearly 30,000 had been enrolled in all types of training, and at November 30, those actually under training numbered over 17,500."

Mr. Thompson stated that "use is made of 55 special C.V.T. training centres opened in 37 cities and towns throughout the country. These provide training for approximately 60 different occupations. Training is also given in approximately 40 municipal and vocational schools and about 100 private trade and commercial schools." At the present time, he said, the special C.V.T. centres have "a normal capacity for approximately 11,000 in technical classes, 2,500 in commercial classes and 5,700 in pre-matriculation schools." By a combination of crowding and operating second shifts, these capacities could be increased by approximately 60 per cent. However, Mr. Thompson was of the opinion that if C.V.T. is expected to provide accommodation for all unemployed veterans, the results on the efficiency of the training would be detrimental. Difficulty had been met in preventing disproportionate numbers of veterans from seeking training in certain occupations while other lines of work that offered more opportunities for employment were, in varying degrees, neglected.

Mr. Thompson sketched briefly the financial responsibility assumed by the Dominion in agreements with the several provinces for the re-training of industrial workers, assistance to vocational schools, youth training and apprenticeship. He reported that each of the nine provinces had already signed the agreements to make provision for youth training; five had

signed for the re-training of industrial workers and for assistance to vocational schools; and seven had signed apprenticeship agreements.

Report Discussed

Mr. W. S. Woods, Deputy Minister, Department of Veterans Affairs, addressed the Council on the training of ex-service personnel. He stressed three main points: (1) There are, he said, "10,000 veterans on out-of-work benefits and the number is increasing daily;" (2) The numbers in vocational training courses are smaller than was anticipated and he hoped that more facilities would be provided in order to take care of those who were awaiting training; (3) While the D.V.A. did not want courses to be set up merely to keep ex-service personnel off benefits, Mr. Woods showed concern that more persons were not being trained on the job.

Mr. Thompson explained that in his opinion the chief reason for the large increase in the numbers applying for vocational training was the present dislocation of industry caused by the cancellation of war contracts, as well as to the usual seasonal unemployment. He agreed that in the case of a few specialized occupations, vocational training facilities were not fully adequate, but in others, as for example, the building trades, the total capacity was not nearly filled. However, it had not been possible to secure sufficient buildings and equipment to meet all requirements. He suggested that one of the difficulties in the matter of training-on-the-job lay in the tendency of the counselling services to encourage "course mentality" in veterans, even before their discharge, thus inducing too many to ask for training.

In the discussion that followed it was revealed that the number of applicants for training varied widely both regionally and by occupation; that the training asked for and given did not always result in employment, although related directly to rehabilitation; that certain modifications in counselling procedure might help in relieving the situation and that veterans, as a general rule, objected to further discipline after being released from the armed services.

Reports of Regional Directors

The Regional Directors of Vocational Training presented brief verbal reports in which they sketched the progress of training and the difficulties encountered in their respective regions. Those reporting were: Mr. L. W. Shaw, Prince Edward Island; Dr. F. H. Sexton, Nova Scotia; Mr. W. K. Tibert, New Brunswick; Lt.-Col. Lemay, Quebec; Mr. H. H. Kerr, Ontario; Col. Neish, Manitoba; Mr. W. A. Ross, Saskatchewan; Mr. J. H. Ross, Alberta; and Mr. Hill, British Columbia.

Royal Commission on Veterans' Qualifications

Brigadier Lyon reported on the work of the Royal Commission (Bovey Commission) appointed "to inquire into the matter of obtaining credit on re-entering civilian life for experience and trade, technical or other educational qualifications gained while in the Armed Forces, and report on what arrangements can be made with the provinces, employers and trades and labour organizations to this end." Included in the recommendations of the Commission were some that concerned vocational training, apprenticeship and the standardization of trade tests in the several provinces. Brigadier Lyon stated that "most of the recommendations . . . had given publicity to matters which are in the interests of ex-service persons and that a great deal of good had been done on that score alone."

It was pointed out that a limited number of ex-service personnel, as for example, women who wanted to train as nurses, needed to secure their matriculation standing by a specific time and it was urged that C.V.T. make some special provision for the training of such persons.

Home Service Training

Miss Marion Graham, Supervisor of Women's Training pointed out that there is a great demand for trained home service workers, but few women who had been in the Armed Forces or in wartime industrial work were inclined to accept such work. Miss Graham suggested that if appropriate labour legislation with respect to such work were enacted, establishing adequate minimum wages, conditions, unemployment insurance benefits, etc., more girls might be induced to take advantage of the home service training offered by C.V.T.

The possible advantages of registries for home service workers was discussed and it was revealed that such registries had been attempted in the cities of Toronto and Victoria. (See following article.)

Other Training Services for Women

A strong demand was reported from ex-service women for further training and recognition in practical nursing. One of the recommendations of the Bovey Commission regarding this demand had resulted in the several provincial Registered Nurses Associations submitting training courses and indicating their support for the licensing and registry of practical nurses. It was revealed that Manitoba had passed a Practical Nurses Act. Other provinces have set up C.V.T. schools for practical nurses and it was expected that graduates of these schools will be recognized by subsequent legislation.

Miss Graham reported concerning interviews she had had with senior officials of large retail stores. These officials had recommended that graded courses should be provided for basic instruction in merchandising and salesmanship. She suggested also that handicraft training centres should be established and instruction carried out from a commercial viewpoint rather than as a hobby. The prospective growth of the tourist trade, she held, would provide an outlet for the products of such craftsmanship, if properly organized. She drew attention to the training of girls' work supervisors being carried on by the Extension Department of the University of Toronto and certain church organizations.

Dr. Mary Salter of D.V.A. gave a statistical analysis of the members of ex-service women taking various types of training. She stated that counsellors had been asked to emphasize those occupations where the best employment opportunities exist. She did not favour trying to induce ex-service persons to work in industries where conditions and wages were poor.

It was suggested also that ex-service women might be made interested in training for library work, for physical and occupational therapy and for work in industrial relations.

Apprentice Training

It was reported by the Director of Vocational Training that standards were being established in order to assess properly the trade credits to be allowed ex-service personnel in designated trades, notably the construction trades and motor mechanics. It was hoped that reasonable uniformity would, in this way, be established throughout the Dominion. To do this, a series of tests had been set up and it was indicated that veterans are being given every reasonable consideration in entering any of these trades.

Emphasis was placed on the quality of the training being given. It was asserted that inadequately trained veterans might compromise the employment opportunities of all veterans. Hence veterans should be required to live up to certain standards in their chosen trades.

Assistance to Vocational Schools

The matter of replacing worn out equipment in vocational schools was considered. Efforts had been made to obtain machinery, tools, etc., from the War Assets Corporation, but this had not been entirely successful, in part at least, owing to the system of priorities the Corporation had been following, which gave industries the preference in many instances.

Resolutions

Lt.-Col. F. T. Fairey, Chairman of the Resolutions Committee in his report presented six resolutions, which were considered in detail by the full Council and finally adopted. They were as follows:

(1) That the Minister of Labour be requested to discuss with the Ministers of National Defence the desirability of releasing qualified teachers from the Armed Services with the least possible delay, in order to relieve the shortage of qualified vocational instructors.

(2) That in vocational training centres where housing facilities are inadequate, agreements be reached with "some responsible department" to provide adequate board and lodging for trainees at prices within their financial means during the training period.

(3) That the Department of Reconstruction be urged to greatly accelerate the declaration of surplus equipment by industry and the Armed Forces, particularly the R.C.A.F., that the War Assets Corporation immediately enforce the Government's declared policy of giving vocational training schools priority in the release of such equipment; and that the Minister of Labour be requested to arrange for the immediate release of necessary equipment, despite the claims of industry, or other prospective buyers.

(4) That the Department of Veterans Affairs request C.V.T. to extend its facilities to provide for the acceptance of all discharged persons who may be approved for training; that D.V.A. arrange for more thorough counselling, so that trainees may be fully informed of occupational opportunities and conditions in the employment of their choice; and that if placement in a particular trade seems unlikely, C.V.T. be asked to arrange training that will embrace a broadly related field.

(5) That home service be regarded as an honourable and useful occupation; that suitable courses be established by C.V.T. and by other educational authorities to build up the skills of home service workers; that unemployment insurance benefits be made available for such workers; and that provincial legislation be established as to conditions of work for home service workers.

(6) That an intensive publicity program, similar to that carried out in wartime to stimulate the war effort, be undertaken without delay and with such continuity, that all classes in the community will become fully acquainted with the facilities offered by veterans' legislation.

The Council decided to hold its next meeting sometime in October, 1946.

Replacement of Equipment

Subject to certain conditions, the Dominion Government is assuming responsibility for 75 per cent of the cost of machinery or other equipment purchased from the War Assets Corporation to replace equipment in provincial and vocational training schools and institutes worn out or made non-serviceable through the training of tradesmen for the Armed Forces or workers in war industries. Authorization was effected by Order in Council P.C. 16, of January 4.

Under the War Emergency Training Agreement, the Provincial Governments and municipal school boards placed at the disposal of the Dominion Government, without charge for rent or depreciation, vocational shops and equipment for the training of tradesmen. Four years of practically continuous use of the

equipment by a succession of new groups of trainees seriously depreciated a considerable amount of this equipment, necessitating early replacement. Based on these facts, representations were made by a number of the provinces, provincial and municipal educational bodies, and organizations concerned with vocational training, for the Dominion Government to assume a proportion of the replacement cost.

The conditions, under which the subsidy will be paid, require the province or municipality to provide evidence that the machinery for replacement was worn out by its use for wartime training, and that 25 per cent of the replacement cost is assumed by the claimants. Contribution will not be made to the cost of expendable equipment such as hand tools and material supplies. The equipment will be acquired from the surplus machinery at the disposal of the War Assets Corporation.

Solving Shortages of Home Assistants

It was revealed recently by Miss Marion Graham, Supervisor of Women's Training, Department of Labour, that there are at present more opportunities for home service employment than in any other field open to women workers. During the war the demands of the Armed Services and of wartime industries presented a strong appeal to women employed in home service and on the staffs of hotels and restaurants. Consequently, many of them left their peacetime employment for war work. Occupational surveys show that they are now reluctant to return, after having had a taste of better pay and working conditions, shorter hours and an enhanced social position.

As a result, there is a growing recognition of the need for new and additional incentives in order to encourage suitable types of women to undergo training, so as to replenish this depleted occupation with efficient and skilled workers. Miss Graham pointed out that already there has been a noticeable upward trend in wages paid and in the provision of better working conditions. However, efforts must be made to improve the social as well as the economic status of the household worker.

As a first step in that direction, she suggested that improvement in employer-employee relationships was essential and that educational campaigns should be undertaken by women's organizations among their own members. It was considered that such campaigns would create and foster in the employers a more sympathetic understanding of the problems and points of view of their household assistants. Thus, there could be developed

a relationship of mutual concern, co-operative interest, and initiative on the part of both employer and employee in the management of the home.

It was recognized, however, Miss Graham stated, that if the home assistant is to be an efficient co-operator in home-making she must be qualified by adequate training for her important work. It is hoped that a supervisory and practical training course should meet the demand. Instruction and practice in various tasks carried out in home management should be given, and an interest aroused in the planning of such duties. This course should also serve to guide the employee not only in the use of, but the choice of tools. A section on cookery and other pertinent subjects would provide practice in the best use of available foods, materials and equipment.

The science of home making, she asserted, must be studied in all its phases and not as a series of more or less isolated problems. Therefore, the ideal conditions for teaching such a course are "practice houses", that is, premises equipped as small modern homes. All related subjects on the home training course would be grouped and supervised by a qualified home economist, and assistance in training would be given by women having specialized knowledge who would act as demonstrators. As a supplement to the education of employers and employees she was of the opinion that household workers should be recognized by legislation with regard to wages, hours of work, unemployment benefits, etc.

Training, it is felt, is one of the foremost remedial steps towards placing domestic oc-

cupation on a proper level. Bearing this thought in mind, Canadian Vocational Training is offering courses, from three to seven months' duration, to household assistants at various Regional Centres across Canada. Although the reported number enrolled to date in such courses is not gratifying, Miss Graham stated, it is hoped that close liaison with the different Women's Service Clubs and Citizens' Rehabilitation Committees, will bring about more encouraging results in the near future.

There has been a common request from representatives of the three Women's Services for a short course in "Home Making and Family Living" for brides and potential brides. These courses will be approximately three to four months in duration. All Home Makers' courses throughout the various provinces will work to a common outline. The

suggested outline for such a course, Miss Graham explained, has been drawn up by Miss D. Runciman, President of the Canadian Home Economists in Committee. Topical headings have been completed by various home economists connected with Provincial Extension Departments of the Canadian Universities. The contribution of Dr. Griffin of Toronto University was an outline on family relationship and attitudes. Although those who have already established, or who are about to establish, their own homes will be chiefly interested in this course, there is no intention to limit this course to those who are married or engaged. Then too, this course is not to be confused with the course for home assistants, designed for those who wish thorough training in household skills, placement in the field of domestic occupations.

Employment Outlook in United States for Automobile Mechanics

The United States Bureau of Labour Statistics has issued a Bulletin entitled, *Employment Outlook for Automobile Mechanics*. The Bulletin is the result of a study undertaken by the Bureau to provide information for vocational-guidance purposes.

It states, "a sharp rise in employment of automobile mechanics is in prospect now that the war is over. Nevertheless, taking the country as a whole, the number of persons who will be seeking employment in the occupation will exceed the number of available jobs."

In 1940, there were 377,000 employed automobile mechanics and repairmen and 65,000 who were unemployed making this one of the largest skilled occupations in the country. Many inexperienced persons entered the trade during the war, but so many mechanics left to go into war industries that employment dropped by at least 40 per cent.

"In view of the expected expansion in motor-vehicle registrations and repair needs, employment is expected to rapidly reach its pre-war level and subsequently rise at a slower pace, reaching about 450,000 by 1950".

The Bulletin reports that despite a few thousand job openings each year due to

deaths, retirements, and transfers to other type of work, the number of men with military or civilian experience who will be looking for jobs will exceed the anticipated number of employment opportunities.

For people who plan to enter this profession despite the anticipated oversupply of labour, the Bulletin presents an outline of preparations that would help the prospective entrant achieve success. Young people under 18 should, if possible, complete at least two years of high school. For people over high school age, the quickest way to become a skilled mechanic is to find employment in a repair shop, learn on the job from experienced men, and concurrently supplement this experience with night school instructions in related technical subjects. Beginners going to work in the trade have usually had to start out in such jobs as helper, greaser, or washer. Opportunities for systematic training are likely to be more widespread than before the war.

Earnings of automobile mechanics vary widely, even in the same city. In 1938 and 1939, typical earnings in the United States ranged from \$20 to \$35 for a 40 to 60 hour workweek, though some highly skilled men made considerably more.

*Activities of Unemployment Insurance Commission**

Analysis of Statistics for December—Insurance Registrations—The Fund—Insurance Book Renewal—Decisions of Umpire

CLAIMS for Unemployment Insurance benefit filed in local offices across Canada during December totalled 57,612, a small increase of 4,287 over the November total of 53,325. During December of last year 13,770 claims were recorded. All provinces except Nova Scotia share in this increase over the November figures, but the increases are small (ranging from 38 in Quebec to 736 in Alberta) except in British Columbia which accounted for 2,757 additional claims.

Although the number of claims filed in December did not increase materially over November, the number of persons signing the live unemployment register during the last six working days in December increased to 113,386 from 85,174 during the last week of November. This would indicate that claimants are not being placed in employment so rapidly as before with the result that their claims remain active. This is true to a greater extent for males than for females, the males having increased from 64,592 in November to 91,138 in December, while the females increased from 20,582 in November to 22,248 in December.

Claims adjudicated at Insurance Offices during December totalled 49,887 of which 39,570 were considered entitled to benefit and 10,317 not entitled to benefit. The chief reasons for non-entitlement were "insufficient contributions while in insurable employment" (5,311 cases); "voluntarily left employment without just cause" (2,647 cases); "loss of work due to a labour dispute directly affecting the claimant" (995 cases) and "discharged for misconduct" (671 cases).

During December 79,856 persons received one or more benefit cheques totalling \$3,450,853 as compensation for 1,684,319 days of unemployment. In November 61,193 persons were paid \$2,509,610 for 1,244,023 compensated unemployed days, while during December of last year 10,656 persons were paid \$337,220 for 176,084 days of compensated unemployment.

The average duration of the unemployment compensated was, then, 21.1 days in December, 20.2 days in November and 16.5 days in December 1944. The average amount of benefit paid per beneficiary was \$43.21 in December, \$40.82 in November and \$31.65 in December

last year. The average amount paid per compensated day of unemployment was \$2.05 in December, \$2.02 in November and \$1.92 in December 1944.

Insurance Registrations

Reports received from Local Offices of the Unemployment Insurance Commission showed that as at December 31, 1945, 3,040,966 employees were issued with Insurance books and had made contributions to the fund at one time or another since April 1, 1945, an increase of 59,209 since November 30, 1945.

As at December 31, 1945, 154,312 employees were registered as having insurable employees, an increase of 1,494 since November 30, 1945.

Registrations to December 31, 1945 by regions are given in Table 1.

Fourth Annual Report of Unemployment Insurance Commission

The Unemployment Insurance Commission has published the fourth annual report of its activities for the fiscal year ending March 31, 1945. It deals with the administration activities such as: organization, personnel, statistics, and public relations; and with activities under its Employment Service and Unemployment Insurance.

Unemployment Insurance Fund

Total Employer-Employee contributions for December amounted to \$4,830,161.63 as compared with \$5,295,160.52 in the previous December, a decrease of 8.8 per cent.

Benefits paid during December amounted to \$3,449,767, the largest amount for any month to date. This represents an increase of 37 per cent over the figure for November when benefit payments were \$2,508,616.02.

Under the heading of "interest" an adjustment has been made in December to provide for amortization of premium on bonds for the year.

Out-of-Work Benefits

After February 1 out-of-work allowances to veterans qualifying for this assistance will be paid through offices of the Unemployment Insurance Commission, by arrangement with the Department of Labour, Hon. Ian A. Mackenzie, Minister of Veterans Affairs, announced recently.

*Statistics (including tables) are based on returns supplied by the Unemployment Insurance Commission and the Dominion Bureau of Statistics.

"This co-operative agreement between the two departments is designed to speed the servicing of Canadian veterans," the Minister stated. "After February 1, if the ex-service man qualifies for out-of-work allowances under the Veterans Rehabilitation Act and lives in one of Canada's larger cities, he will receive a weekly voucher at a National Employment Service office which he can cash on the premises. In the smaller centres he will receive a warrant he can cash at any chartered bank."

From the time the veteran receives his initial voucher he can continue to call weekly at his nearest N.E.S. office and obtain his out-of-work allowances on the spot, so long as he remains unemployed and can qualify under the terms of the Veterans Rehabilitation Act, the Minister explained. So far as is possible, the same administrative machinery now used to pay Unemployment Insurance benefits will be used to expedite the payment of out-of-work allowances.

TABLE 1.—REGISTRATIONS TO DECEMBER 31, 1945

Region	Employers Registered (Live File)	Insured Persons Registered
Maritimes.....	12,085	233,359
Quebec.....	41,648	918,226
Ontario.....	56,534	1,188,428
Prairie.....	28,211	425,494
Pacific.....	15,834	275,459
Total for Canada.....	154,312	3,040,966

TABLE 2.—NUMBER OF PERSONS FILING CLAIMS FOR UNEMPLOYMENT INSURANCE BENEFIT IN LOCAL OFFICES FEBRUARY, 1942 TO DECEMBER, 1945

	1942	1943	1944	1945
January.....		4,637	11,751	20,412
February.....	663	4,822	12,284	14,990
March.....	4,124	5,046	10,667	13,307
April.....	2,925	3,953	6,463	8,430
May.....	2,799	2,027	4,654	8,825
June.....	4,620	1,772	3,226	10,857
July.....	2,668	1,057	3,106	10,886
August.....	1,855	1,370	3,241	20,557
September.....	1,118	1,013	3,715	40,473
October.....	1,058	1,475	6,222	36,717
November.....	1,748	2,896	11,798	53,325
December.....	3,337	6,562	13,770	57,612
Total.....	26,924	36,660	90,897	296,391

TABLE 3.—CLAIMS FOR UNEMPLOYMENT INSURANCE BENEFIT BY PROVINCES, DECEMBER, 1945

Province	Claims Filed at Local Offices			Disposal of Claims (including claims pending from previous months)		
	Total	Initial	Renewal	Entitled to Benefit	Not Entitled to Benefit	Pending
Prince Edward Island.....	238	199	39	166	42	154
Nova Scotia.....	2,245	1,792	453	1,637	357	1,556
New Brunswick.....	1,116	945	171	623	175	774
Quebec.....	21,235	17,160	4,075	12,953	2,969	15,951
Ontario.....	17,090	14,487	2,603	13,217	4,622	2,566
Manitoba.....	2,734	2,055	679	1,925	512	1,108
Saskatchewan.....	1,386	1,129	257	999	193	287
Alberta.....	2,802	2,424	378	1,721	297	1,634
British Columbia.....	8,766	7,703	1,063	6,329	1,150	3,232
Total, Canada, December, 1945.....	57,612	47,894	9,718	39,570	10,317	27,262
Total, Canada, November, 1945.....	53,325	44,356	8,969	33,521	7,344	19,060
Total, Canada, December, 1944.....	13,770	11,377	2,393	9,042	1,838	5,300

TABLE 4.—CLAIMANTS NOT ENTITLED TO UNEMPLOYMENT INSURANCE BENEFIT WITH CHIEF REASONS FOR NON-ENTITLEMENT

Reasons for Non-entitlement	Month of December, 1944	Month of December, 1945	Cumulative Total for Current Fiscal Year
Insufficient contributions and not in insurable employment.....	702	5,311	16,498
Not capable of and not available for work.....	56	110	709
Loss of work due to a labour dispute.....	82	995	3,693
Refused offer of work and neglected opportunity to work.....	122	46	520
Discharged for misconduct.....	82	671	3,003
Voluntarily left employment without just cause.....	786	2,647	11,385
Other reasons ⁽¹⁾	90	537	1,659
Total.....	1,838	10,317	37,467

(1) These include: Claims not made in prescribed manner; claimants not unemployed; failure to carry out written directions; claimants being in class "O" contributions; claimants being inmates of prisons, etc.

TABLE 5.—NUMBER OF PERSONS RECEIVING UNEMPLOYMENT INSURANCE BENEFIT, AMOUNT OF BENEFIT PAID, DECEMBER, 1945

Province	Number Receiving Benefit During Month	Number Commencing Benefit During Month	Number of Days Benefit Paid	Amount of Benefit Paid
Prince Edward Island.....	233	100	4,597	\$ 9,115
Nova Scotia.....	3,290	1,454	66,939	139,946
New Brunswick.....	776	434	13,969	28,147
Quebec.....	31,480	12,033	715,353	1,451,203
Ontario.....	27,035	12,321	563,453	1,154,195
Manitoba.....	3,766	1,826	66,529	134,007
Saskatchewan.....	1,449	792	24,473	48,450
Alberta.....	2,413	1,210	45,997	93,909
British Columbia.....	9,414	4,346	183,009	391,881
Total, Canada, December, 1945.....	79,856	34,516	1,684,319	3,450,853
Total, Canada, November, 1945.....	61,193	25,329	1,244,023	2,509,610
Total, Canada, December, 1944.....	10,656	7,107	176,084	337,220

TABLE 6.—ACTIVE CLAIMANTS FOR BENEFIT BY OCCUPATIONS AS AT DECEMBER 31, 1945

Occupational Groups	Male	Female	Total
Professional and Managerial Workers.....	2,060	381	2,441
Clerical Workers.....	5,454	4,261	9,715
Sales Workers.....	2,753	2,400	5,153
Service Workers.....	5,124	2,129	7,253
Agricultural Workers and Fishermen.....	684	140	824
Food Workers.....	478	.....	478
Textile and Clothing Workers.....	397	1,209	1,606
Loggers.....	54	.....	54
Sawmill and Wood Operators.....	690	.....	690
Printing Workers.....	250	.....	250
Shoe and Leather Workers.....	357	.....	357
Stone, Clay and Glass Workers.....	62	.....	62
Electrical Workers.....	1,632	.....	1,632
Coal Miners.....	63	.....	63
Other Miners (except coal).....	109	.....	109
Construction Workers (except carpenters).....	3,972	.....	3,972
Carpenters.....	3,640	.....	3,640
Machine Shop Workers and Operators.....	6,318	.....	6,318
Sheet Metal Workers.....	779	99	878
Foundry, Smelter and other Metal Workers.....	6,412	1,507	7,919
Miscellaneous Skilled Workers.....	10,692	2,589	13,281
Automobile and Other Mechanics.....	1,894	.....	1,894
Miscellaneous Unskilled Workers—Heavy Labour.....	16,476	.....	16,476
Miscellaneous Unskilled Workers—Light Labour.....	20,788	7,533	28,321
Totals.....	91,138	22,248	*113,386

* This figure includes approximately: 3,721 ex-service personnel who are ordinary claimants. Short-time and Casual Claimants are not included in this figure.

There are—744 Short-time Claimants of whom 34 are ex-service personnel.

330 Casual Claimants of whom 34 are ex-service personnel.

TABLE 7.—SUMMARY OF ACTIVE CLAIMANTS, UNEMPLOYMENT INSURANCE BENEFIT BY SEX AND BY AGE GROUPS, AS AT DECEMBER 31, 1945

	19 and under		20-29		30-44		45-54		55-59		60 up		Totals		
	M	F	M	F	M	F	M	F	M	F	M	F	Males	Females	Total
CANADA.....	7,738	2,216	18,452	10,276	25,793	6,974	15,317	2,024	7,708	442	16,130	316	91,138	22,248	113,386

TABLE 3.—UNEMPLOYMENT INSURANCE COMMISSION INSURANCE FUND
STATEMENT OF REVENUE AND EXPENDITURE FOR THE PERIOD JULY 1, 1941 TO DECEMBER 31, 1945

Month	REVENUE										EXPENDITURE		Balance in Fund
	CONTRIBUTIONS (Gross less refunds)										Total Revenue	Benefit Payments	
	Stamps	Meter	Bulk	Miscellaneous	Total Employer and Employee	Government	Interest on Investments and Profit on Sale of Securities	Total Revenue	Benefit Payments				
\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	
Total from July 1, 1941 to Dec. 31, 1944.....	108,602,761 96	43,021,805 60	50,433,437 79	1,349,789 42	203,407,794 77	40,681,558 94	10,525,471 73	254,614,325 44	4,544,582 94	250,070,242 50			
1945													
January.....	2,828,387 24	988,675 22	1,414,268 78	50,924 80	5,282,253 04	1,056,450 61	213,345 00	6,552,048 65	545,604 35	256,076,686 80			
February.....	2,359,457 78	885,733 94	1,321,517 00	47,375 62	4,614,084 34	922,816 87	97,499 93	5,634,401 14	821,052 62	260,890,035 32			
March.....	3,402,135 65	1,089,941 63	1,488,125 78	39,558 51	6,019,771 57	1,203,954 33	1,441,374 50	8,665,100 40	1,520,675 86	268,034,459 86			
April.....	2,564,201 14	900,036 34	1,383,744 70	49,692 52	4,897,674 70	979,534 94	275,250 00	6,152,459 64	590,203 31	273,596,716 19			
May.....	2,691,404 87	1,079,743 91	1,398,222 29	114,442 73	5,283,813 80	1,056,762 76	2,673,807 50	9,014,384 06	671,326 41	281,939,773 84			
June.....	2,668,624 06	900,636 91	1,394,100 09	146,194 27	5,109,555 33	1,021,911 07	347,070 00	6,478,536 40	578,133 26	287,840,176 98			
July.....	2,708,632 16	911,542 29	1,391,506 92	82,884 28	5,094,565 65	1,018,913 13	213,345 00	6,326,823 78	601,135 66	293,565,865 10			
August.....	2,978,301 83	916,219 45	1,356,567 19	100,798 34	5,351,886 81	1,070,377 36	271,846 51	6,694,110 68	684,878 97	299,875,096 81			
September.....	2,711,310 80	834,708 82	1,245,295 36	134,120 43	4,925,435 41	985,087 08	357,556 25	6,268,078 74	881,737 39	304,961,438 16			
October.....	3,048,739 42	884,513 16	1,250,286 86	136,143 08	5,319,682 52	1,063,936 50	275,249 70	6,658,868 72	1,708,344 86	309,911,962 02			
November.....	3,280,687 26	875,136 27	1,127,360 46	141,669 51	5,424,853 50	1,084,970 70	2,988,815 00	9,408,639 20	2,508,616 02	316,901,985 20			
December.....	2,745,316 70	822,239 61	1,154,010 46	108,594 86	4,830,161 63	966,032 33	374,505 00	6,170,698 96	3,449,767 00	319,622,917 16			
1945 Total.....	33,987,198 91	11,089,127 55	15,925,002 89	1,152,408 95	62,153,738 30	12,430,747 68	5,974,265 63	80,558,751 61	14,561,475 71	316,067,518 40			
GRAND TOTAL.....	142,589,960 87	54,110,933 15	66,358,440 68	2,502,198 37	285,561,533 07	53,112,306 62	16,499,737 36	335,173,577 05	19,106,058 65	316,067,518 40			

The Column "Interest on Investments and Profit on Sale of Securities" represents:—
 (a) Interest received on due dates from various Government Bonds, with proper adjustments being made at the end of each year for interest accrued and amortization charges
 (b) Profit on sales of securities taken into account at the end of each year only.

The "Miscellaneous" column includes the following:

Arrear of contributions from Government Departments in November, 1944.....		\$
Penalties.....		940,000 00
Contributions in respect of Services in the Armed Forces.....		5,987 65
Miscellaneous.....		1,553,134 64
		3,076 08
		\$ 2,502,198 37

Digest of Selected Decisions of the Umpire Under the Unemployment Insurance Act, 1940

THE Unemployment Insurance Commission submits the following digest of selected decisions in appeals heard by the Umpire under the Provisions of the Unemployment Insurance Act, 1940, and its amendments. These cases are an extension of the series commenced in the April, 1945 number of the *LABOUR GAZETTE* and continued in each of the succeeding issues. They are selected on the basis of their possible precedent value for the determination of questions which may, from time to time, confront Insurance Officers and Courts of Referees. In addition, they provide a medium for presenting to employers and employees alike, brief statements of the principles upon which insurance against unemployment operates in Canada and of actual facts in specific cases coming before the Umpire on appeal.

As announced in the earlier issues, the selected decisions are being published in two series: (1) Benefit cases, designated CU-B and (2) Coverage cases, CU-C

CU-B44

(27 June, 1945)

The claimant, a single woman, was notified by telephone by the Local Office of the Commission of a vacancy in a department store either as a sales clerk or an elevator operator. She refused to apply for the positions, stating that she was not interested, but at the time of the hearing before the Court of Referees she claimed that she was only offered the position of elevator operator, which she could not accept on medical grounds—HELD: The question at issue is one of interpretation of the facts, namely, whether or not the claimant's version of what transpired should be accepted or the version given by the local officer of the Commission. The Court of Referees had the advantage of hearing the claimant personally and was in a position to judge her credibility and demeanour: Therefore, there appears to be no reason why the Court's decision should be disturbed, based as it was on its appreciation of the evidence presented.

The material facts of the case are as follows:

The claimant, a single woman, aged 30 years, was employed as an instrument worker in an aircraft plant from April, 1942 to November 17, 1944, when she was laid off. Her rate of pay was 70 cents per hour.

On January 23, 1945 she filed a claim for benefit and the claim was allowed. At the time of filing her claim she registered for employment as a receptionist. She was offered

various positions and accepted one but became unemployed again and on February 12, 1945 the local office notified her by telephone of a vacancy in a department store as either sales clerk or elevator operator at the rate of \$15.30 per week. The claimant refused to apply for the positions, stating that she was not interested.

The Insurance Officer was of the opinion that the claimant, without just cause, had failed to apply for suitable employment and disqualified her from receipt of benefit for a period of six weeks from February 12, 1945.

The claimant appealed to a Court of Referees from the decision of the Insurance Officer.

The Court of Referees heard the claimant personally and also the local officer of the Commission. The claimant contended that she was only offered the position of elevator operator and refused because she claimed that the operation of an elevator made her dizzy, although she then admitted that she did not give this reason to the officer of the Commission. The officer of the Commission stated that the claimant was offered the position of sales clerk or that of elevator operator.

The Court of Referees, by a majority decision, found that the claimant did not have just cause for refusing to accept the employment offered, which was considered suitable but, in view of the difference in wages between the position she formerly occupied and that which was offered to her, the Court reduced the period of disqualification from six to three weeks commencing February 12, 1945.

The claimant appealed to the Umpire from the decision of the Court of Referees.

DECISION

The Umpire's decision was that the claim should be disallowed and the claimant disqualified for a period of three weeks commencing February 12, 1945 and gave as his reasons that:

The question at issue is one of interpretation of the facts, namely, whether or not the claimant's version of what transpired should be accepted or the version given by the local officer of the Commission.

The Court of Referees had the advantage of hearing the claimant personally and was in a position to judge her credibility and demeanour; therefore, it is felt that there is no reason why the Court's decision should be disturbed, based as it was on its appreciation of the evidence presented.

CU-B43*(27 June, 1945)*

The claimant, a military pensioner, 68 years of age, who was in the employ of the Dominion Government, was advised that he could not receive his pension as well as a salary from the Government, that his pension would be reduced to the extent of his salary and that he had to refund over \$1,500.00 at the rate of \$7.75 per month from his pension. He resigned and applied for benefit but his claim was disallowed by the Insurance Officer and the Court of Referees—HELD: When entering the employ of the Government the claimant was not aware of the facts outlined above. Had he elected to work in private industry he would have been entitled to receive his full pension and a salary. Had he remained with the Department he would have been working, in effect, for \$11.59 per month. In view of these circumstances the claimant had just cause for voluntarily leaving his employment.

The material facts of the case are as follows:—

The claimant, a widower, aged 68 years, was employed as a messenger by one of the Departments of the Dominion Government at Ottawa, at a salary of \$89.12 per month, from March 1, 1943, to November 15, 1944.

The facts relating to his separation from employment are as follows:—

The claimant is a military pensioner in receipt of a pension of \$77.53 per month. On November 14, 1944 the claimant was advised that he could not receive a salary from the Dominion Government and at the same time draw his military pension. He was also advised that his pension would be reduced to the extent of his salary. The claimant therefore resigned voluntarily on November 14, 1944 and made application for benefit.

The Insurance Officer was of the opinion that the claimant failed to show just cause for voluntarily leaving his employment and disqualified him from receipt of benefit for a period of 6 weeks from November 15, 1944.

The claimant appealed to a Court of Referees from the decision of the Insurance Officer. The Court gave a majority decision against the claimant.

The claimant appealed to the Umpire from the decision of the Court of Referees.

DECISION

The Umpire's decision was that the claim should be allowed and gave as his reasons that:

The facts disclose that at the time the claimant entered the employ of the Depart-

ment he was not aware of the fact that his pension would be reduced by the amount of his salary and, on November 14, 1944, when he was advised that his pension would be reduced, he was also informed that he would have to refund \$1,589.38, which would be taken off his pension cheque at the rate of \$7.75 per month.

It appears that if the claimant had elected to work in private industry he would have been entitled to continue to receive his full pension and salary. If he had remained with the Department he would have been working, in effect, for \$11.59 per month. In view of these circumstances, the Umpire was of the opinion that the claimant had just cause for voluntarily leaving his employment.

CU-B45*(13 July, 1945)*

The claimant, a married woman, aged 24 years, left her employment voluntarily in order to join her husband, a member of one of the Armed Forces who had been transferred to another city; since his enlistment he had been stationed in various cities for short periods. The facts were not in dispute. The point at issue was whether a married woman is justified under the circumstances outlined above in leaving her employment voluntarily to follow her husband, a member of the Armed Forces—HELD: While a wife has a legal and a moral obligation to live with her husband wherever he has established his residence or domicile, one cannot disregard the unusual circumstances brought about by a state of war. When a man joins the Armed Forces he becomes subject to military discipline and is not free to select his residence as in ordinary times and is subject to posting to whatever military establishment the authorities may designate at any time. In the ordinary sense of the word, the location at which he is posted by the military authorities can hardly be regarded as his residence or domicile. In view of the circumstances the claimant has not shown good cause for voluntarily leaving her employment.

The material facts of the case are as follows:—

The claimant, a married woman, aged 24 years, was employed as a sales clerk in a store from March, 1942 to December 23, 1944 when she left voluntarily, giving as her reason for separation: "Left Voluntarily—Moving".

The claimant filed a claim for benefit in another city at the local office of the Commission on January 15, 1945 and stated on January 30, 1945 that her reason for leaving her last position was because her husband

was in the Armed Forces and had been posted to that city and added that she "would have been discharged in any case because it was a slack season".

The Insurance Officer disallowed her claim and disqualified her from receipt of benefit for a period of six weeks ending on February 3, 1945 because the claimant left her employment voluntarily without just cause.

The claimant appealed to a Court of Referees from the decision of the Insurance Officer and the Court of Referees, by a majority decision, the chairman dissenting, reversed the decision of the Insurance Officer and allowed the claimant's appeal.

The Insurance Officer appealed to the Umpire from the decision of the Court of Referees.

DECISION

The Umpire's decision was that the claim should be disallowed and the claimant disqualified for a period of six weeks and gave as his reasons that:

The Insurance Officer's main ground of appeal is that, by reason of the nature of the services performed by members of the Armed Forces, the claimant's husband was only temporarily located at the city to which the claimant had followed him and that he was at all times subject to immediate transfer and that in that sense he could be said to be only temporarily employed at that city; consequently the claimant was not justified in giving up her position to follow him.

It appears that the claimant's husband enlisted in one of the Armed Forces in September, 1942 as an Airframe Mechanic. Since his enlistment, the claimant's husband has been stationed in various cities for periods of eight months, seven months and four months.

The facts of this case are not in dispute. The point at issue is whether a married woman is justified, under the circumstances outlined above, in leaving her employment voluntarily to follow her husband, a member of the Armed Forces.

While a wife has a legal and a moral obligation to live with her husband wherever he has established his residence or domicile, one cannot disregard the unusual circumstances brought about by a state of war. When a man joins the Armed Forces he becomes subject to military discipline and is not free to select his residence as in ordinary times and is subject to posting to whatever military establishment the authorities may designate at any time. In the ordinary sense of the word, the location at which he is posted by the military authorities can hardly be regarded as his residence or domicile. Further, the state of war has resulted in congested living conditions and travel restrictions, and grave difficulties would occur if the wives of those in the Armed Forces were to follow their husbands from place to place.

In view of all these circumstances, I find that the claimant has not shown good cause for voluntarily leaving her employment.

Labour Law

Labour Legislation Enacted by the Parliament of Canada in 1945

OF the legislation passed by the Parliament of Canada during its Session from September 6 to December 18, 1945, two statutes were of special labour interest: an Act to confer certain transitional powers on the Governor in Council during the emergency period following the war and one to provide rehabilitation allowances for veterans. Laws relating to income tax, housing, and war service grants for veterans were amended. Resolutions approving the International Labour Convention for the protection against accidents of dockers and the Convention concerning statistics were adopted by both Houses.

Special Powers of Governor in Council in Transition Period

The National Emergency Transitional Powers Act, 1945, came into force on January 1, 1946, and after that date the war with Germany and Japan is to be considered to have terminated for purposes of the War Measures Act. The new Act will expire on December 31, 1946, if Parliament meets during November or December of that year, or, if Parliament does not meet, on the fifteenth day after the first meeting of Parliament in 1947. Its operation may be extended for not more than one year on address of the Senate and the House of Commons and on Order of the Governor in Council.

The Act enables the Governor in Council to make such Orders as he may consider necessary and advisable for the purpose of: Providing for the armed forces of Canada during the occupation of enemy territory and demobilization and for rehabilitation of members of such forces; facilitating the readjustment of industry and commerce; maintaining and regulating supplies and services, prices, transport, use and occupation of property, rentals, employment, salaries and wages; ensuring economic stability and an orderly transition to peacetime conditions; assisting the relief of suffering and the restoration and distribution of essential supplies and services in any part of His Majesty's Dominions or in foreign countries which are in grave distress as a result of the war; continuing or discontinuing in an

orderly manner, as the emergency permits, measures adopted during and by reason of the war. In particular, it is provided that the Governor in Council may continue in force Orders and Regulations lawfully made under the War Measures Act or pursuant to authority created under that Act and in force immediately before the new Act comes into effect and that he may amend or revoke them under the new Act.

Every Order in Council issued under the new Act is to be published in "Statutory Orders and Regulations" and is to be laid before Parliament within fifteen days or, if Parliament is not then sitting, within fifteen days after the opening of the next session. If, within forty days after an Order in Council is laid before Parliament, the Senate and the House of Commons resolve that it be annulled, it is to cease to have effect but without prejudice to anything done under it.

The Governor in Council may prescribe penalties by way of fine or by way of imprisonment not exceeding five years, or both, for violation of Orders or Regulations made under the Act. Any goods or merchandise dealt with contrary to any such Orders or Regulations may be detained and are liable to forfeiture at the instance of the Minister of Justice upon proceedings in the Exchequer Court or any Superior Court.

Income Tax

A number of changes were made in the Income War Tax Act. In 1945 and subsequent years the capital element in annuities received under contract is to be exempt from taxation. This capital portion is to be based on either the commuted value of the annuity at the time it begins or the amount which the annuitant could have chosen to receive in lieu of the annuity, if such amount is stated in the contract. In any case, the Minister has power to determine what portion of the payment is to be treated as interest for taxation purposes. These provisions do not apply to any payment out of a superannuation fund or plan.

The exemption from tax already granted to the income of limited dividend housing corporations was extended to institutional housing corporations and institutional holding companies as defined by the National Housing Act, 1944.

The income from the investment of an approved superannuation or pension fund or plan was exempted from taxation in the hands of the trustees for 1946 and subsequent taxation years.

In 1946 and subsequent years an amount not exceeding \$900 actually paid by an employer to a superannuation or pension scheme in respect of any employee, officer or director, may be claimed by the employer as a deduction from income. Deductions up to \$900 may be claimed by any employee in respect of amounts retained by his employer from his remuneration as payments into a superannuation or pension scheme in respect of his services for the current taxation year or paid by him to a trade union as part of his union dues and a like amount for payments to a superannuation or pension scheme in respect of services rendered previous to the taxation year. Exemption in respect of payments to a superannuation scheme is conditional on the continuing approval of the scheme by the Minister of National Revenue.

Formerly, the maximum exemption permitted an employer in respect of amounts paid by him to a superannuation scheme was 5 per cent of the aggregate compensation paid to the employees, officers and directors covered by the plan after deducting from such aggregate the excess above \$6,000 paid to any such person. In computing the amount paid by the employer, \$300 was the maximum amount allowed in respect of any person. An employee might formerly claim an amount not exceeding \$300 retained by his employer as payment for a superannuation scheme or paid by the employee to a trade union as part of his dues and a like amount for payments to a superannuation scheme in respect of services in former years.

Where an employee in making contributions to a pension fund was not permitted to deduct his contributions from his income for taxation purposes, he or his dependents will be allowed to deduct a proportion of his pension from income when computing his tax.

An additional tax, the amount depending on the income of the taxpayer, is now payable for 1945 and subsequent years by persons who are entitled to a tax credit on account of dependent children in cases where an allowance has been paid under the Family Allowance Act in respect of such children.

Housing

Amendments in the National Housing Act, 1944, include an increase in the appropriation under Part II of the Act which deals with loans for low-rental housing projects. The Minister of Finance may make loans and pay losses in respect of loans under Part II up to \$150,000,000 instead of \$50,000,000 as formerly. In addition, the Minister may guarantee investments up to \$125,000,000. The amending Act also authorizes the Minister to spend up to \$5,000,000 for housing research and community planning.

Approval of International Labour Conventions Dockers and Statistics Conventions

Preliminary to their ratification by the Government of Canada, two International Labour Conventions were approved by both Houses of Parliament: the Convention concerning the Protection against Accidents of Workers Loading or Unloading Ships (Revised), 1932, and the Convention concerning Statistics of Wages and Hours of Work in the Principal Mining and Manufacturing Industries, including Building and Construction, and in Agriculture, 1938.

The Dockers' Convention was adopted by the International Labour Conference in 1929, but it was revised in 1932. It lays down in detail the measures to be taken for the safety of workers employed on shore or on board in loading or unloading any ship. These include defining the authority responsible for the enforcement of the regulations, providing for adequate inspection and the posting of the regulations; lighting the approaches and guarding dangerous places on docks and wharves; providing safe means of passing to and from the ship; rules for the construction and arrangement of ladders between the deck and the hold; the construction, maintenance and guarding of hatchways; adequate lighting of working places on board; provision of safe hoisting machinery and competent operators; precautions to be taken in handling of cargo; and arrangements for rendering first aid.

Regulations to give effect to these provisions in Canada were approved by Order in Council made under the authority of the Canada Shipping Act on December 14, 1938 (P.C. 3120) (L.G. 1939, p. 154) and were amended on February 19, 1943 (L.G. 1943, p. 391). The Canada Shipping Act, 1934, which was proclaimed in effect on August 1, 1936, provided for the appointment of Inspectors of Ships' Tackle and for the making of regulations for the protection of workers engaged in loading or unloading ships. The regulations of December, 1938, however, omitted to require the

posting at the workplace of the regulations. This was corrected in February, 1943. Meantime, in February, 1935, both Houses of Parliament passed a Resolution purporting to approve the draft Convention of 1932. This order of procedure, that is approval by Parliament of ratification before the enactment of the legislation, was in accordance with the then Prime Minister's opinion as to the power of Parliament to give effect to treaties to which Canada was a party. However, through a clerical error, a copy of the unrevised Convention was attached to the Resolution. In March, 1939, after the Regulations had been made, the Honourable Norman Rogers, Minister of Labour, took up the matter and a motion was drafted to approve the Convention but the session ended before further action was taken.

The Convention concerning Statistics of Wages and Hours in the Principal Mining and Manufacturing Industries, including Building and Construction, and in Agriculture, requires Members of the International Labour Organization ratifying the Convention to compile, publish, and communicate to the International Labour Office such statistics in the detail and in the manner set forth in the Convention. This Convention is being complied with, in part, by the Dominion Bureau of Statistics, and, in part, by the Department of Labour.

In the House of Commons the Resolutions for approval of the two Conventions were referred on October 22, 1945, to the Standing Committee on External Affairs which, after hearing representatives from the Department of External Affairs, Department of Labour, the Bureau of Statistics of the Department of Trade and Commerce, the Shipping Branch of the Department of Transport, and from the International Labour Office at Montreal, recommended their adoption. The Committee added in its report:—

As regards the inspection of tackle and gear at Canadian ports, particularly the safety measures involved in the protection of workers engaged in the loading and unloading of ships, and in order that Canada may carry out in full the provisions of Convention No. 32 in this respect, your Committee recommends that the Government consider the advisability of increasing the number of inspectors and of providing for a more adequate remuneration for inspectors commensurate with their qualifications, duties and responsibilities.

The report of the Committee was concurred in by the House on December 18, 1945.

In the Senate, the Resolution to approve the Statistics Convention was approved on November 1. The Resolution concerning the Dockers' Convention was referred to the Committee on Immigration and Labour which, on December 7, recommended its approval. This

was given on December 10. The Committee reported that higher salaries were being offered for Inspectors of Ships' Tackle and additional appointments would be made.

Veterans' Legislation

REHABILITATION ALLOWANCES

The Veterans' Rehabilitation Act gives statutory form to provisions which had been in effect under the Post-discharge Re-establishment Order adopted in 1941 (L.G. 1941, p. 1235) and revised in 1944 (L.G. 1944, p. 935). There are also some additional provisions.

The Act authorizes the Minister of Veterans Affairs to make allowances, graduated in proportion to family needs, to veterans, both men and women who:—are willing and able to work but are unable to find suitable employment; are temporarily incapacitated from performing work; are awaiting returns from business, farming or professional undertakings and require money for subsistence; have been awarded a vocational training course to assist them in obtaining employment or better employment. In the case of training and educational benefits the cost of tuition is also paid.

General

Where an allowance is being paid to a veteran under any of the above provisions allowances may also be paid to his dependents.

Not more than one allowance may be paid to a veteran under the Act and no allowance may be paid while the veteran is receiving unemployment insurance benefit. Except where otherwise stated, the total period for which a veteran may receive an allowance may not exceed his period of service or twelve months, whichever is shorter. A veteran may apply for an "awaiting returns" allowance or a vocational training allowance at any time within one year after the date of his establishment under the Veterans' Land Act in farming or commercial fishing.

The Minister, with the approval of the Governor in Council may make regulations to determine the amount of the allowances payable under the Act, to prescribe additional conditions upon which allowances may be paid in special cases, and, generally for the carrying out of the Act.

In determining the amount of any allowance, the Minister may take into consideration any prospective wages, salary, or other income of the veteran and his dependents for the period for which the allowance is to be paid. Except as provided by the Regulations, no allowance may be paid to or on behalf of any veteran

who resides outside of Canada. Allowances paid to veterans taking training are exempt from income tax.

Unemployment Insurance

The benefits of the Unemployment Insurance Act are extended to veterans who enter insurable employment. In calculating benefits in such cases, time spent in military service counts as time spent in insurable employment, the Government paying into the Insurance Fund the contributions which would have been payable in respect of the veteran during that period. A new provision which was not in the Order in Council enables unemployment insurance benefit to be extended to veterans of the armed forces of Allied nations if they were domiciled in Canada before the war and the nation in whose forces they served undertakes to make the same contribution to the Insurance Fund as the Government of Canada makes with respect to its own veterans who enter insurable employment.

The Governor in Council is authorized to take measures to remedy any depletion of the Unemployment Insurance Fund caused by the charge made against it under the Act.

Temporary Incapacity

Allowances in cases of temporary incapacity are payable for a period not exceeding the veteran's period of service or twelve months, whichever is less. No such allowance may be paid for the first thirty days following his discharge, if he is eligible for a rehabilitation grant, or for any period of incapacity more than eighteen months after discharge.

Out-of-Work Benefit

An out-of-work allowance is payable to a veteran who is capable of and available for work and unable to obtain suitable employment. Such allowance is not payable: for the first nine days of unemployment whether continuous or not; for any period of unemployment more than eighteen months after discharge, unless the Minister extends this period in cases where the veteran was at any time during the eighteen months a patient in or receiving treatment from a hospital or health institution or receiving an allowance for temporary incapacity and for a period not exceeding such time; for a time of unemployment exceeding twelve months accumulated during the period prescribed in the preceding clause; to a veteran who would, if his application were a claim for benefit under the Unemployment Insurance Act, be disqualified for benefit by reason of having been discharged for miscon-

duct, leaving his employment voluntarily, participating in a labour dispute, refusing to accept suitable employment, being under 16 years of age, or being an inmate of a prison or other institution; except as prescribed by Regulation, to a veteran who is a married woman; or for the first thirty days immediately following his discharge if he has received or is eligible for a rehabilitation grant. A section of the Order in Council has been omitted from the Act with the result that the veteran will receive out-of-work benefit for the full period of his service up to one year without affecting his unemployment insurance benefits.

Allowances Pending Business Returns

An allowance while the veteran is awaiting returns from his own business or from agriculture may be paid for a period not exceeding the period of the veteran's service or twelve months, whichever is less. No such allowance is payable for the first thirty days following discharge if the veteran is eligible for a rehabilitation grant. Application for an allowance must be made within twelve months after the end of the war or the date of discharge, whichever is later, but where the veteran was receiving treatment from a hospital or health institution or was receiving an allowance for temporary incapacity, he is allowed the additional time involved. A new provision also allows additional time to a veteran who has been delayed in entering business because of licensing or rationing laws or a scarcity of commodities or equipment required for it.

Educational Allowances

Where a veteran takes a course of vocational or technical training to fit him for employment or to enable him to obtain better or more suitable employment, he may be paid an allowance while he is taking the course. Application for the allowance must be made within twelve months after the end of the war or the date of his discharge, whichever is later, but where at any time during the twelve months he was receiving treatment from a hospital or health institution or receiving an allowance for incapacity during that time the period may be extended by such time. The allowance is limited to twelve months except in special cases prescribed by regulation, but in no case longer than the period of service.

An allowance is also payable to a veteran who resumes or commences a course to qualify for admission to a university, a university course to which he is regularly admitted, or a post-graduate course, within a year and three months after discharge, or, in the case of a post-graduate course, as soon as possible after

completing an undergraduate course. In any of the above cases the Minister may delay resumption or commencement of the course beyond the prescribed period because of the veteran's ill-health or other cause satisfactory to the Minister. The allowance is payable for a period not exceeding the veteran's period of service, but the Minister may extend the period of payment in the case of an undergraduate course if the veteran's progress is such that it is in his interest and in the public interest that this should be done and in the case of a post-graduate course that the veteran's achievements are so outstanding that it is in the public interest that the allowance be continued.

The Minister may pay the cost of a correspondence course for an employed veteran where he considers that it is necessary for the full rehabilitation and is related to the veteran's employment, but the amount may not exceed what would have been paid if the veteran were taking a vocational training course for his period of service or twelve months, whichever is less.

A new provision allows the payment of the cost of a correspondence course to a veteran receiving hospital treatment if the Minister considers it necessary for the rehabilitation of the veteran.

Provision is made for payment of the fees and costs of courses of training in cases where a veteran is receiving an allowance in connection with technical, or university courses. New sections enable the Minister, where a veteran is in a hospital or similar institution under the Department of Veterans Affairs Act, to pay the cost of special tuition and training, for training of a technical or educational nature given for therapeutic and pre-vocational purposes or for the restoration of the physical or mental condition of the veteran or in the use by him of devices and appliances designed to compensate him for incapacity. The cost of a correspondence course and vocational training received in hospital or given to aid recovery is not to affect the right to benefit under this or any other Act.

WAR SERVICE GRANTS

Amendments in the War Service Grants Act embody, with some changes, the provisions of certain Orders in Council making regulations for administering the Act. New pro-

visions are: (1) that a Board of Review be established to deal with cases where a war service gratuity is withheld on account of disciplinary action taken against a member of the Forces during his period of service; (2) that receipt of a loan under the Veterans' Land Act on land owned and used by a veteran shall not debar him from receiving re-establishment credit under the War Service Grants Act; (3) that no re-establishment credit shall be available to a member of the Forces unless he resides in Canada and the grant is to be used for his re-establishment in Canada and for the purposes set out in the Act (this last provision does not apply to a member desiring to use the credit for payment of premiums under the Veterans' Insurance Act or the Returned Soldiers' Insurance Act, for the purchase of an annuity under the Government Annuities Act, or for any purposes prescribed by the Governor in Council); (4) that, instead of suspending the payment of a gratuity, the Minister may grant the entire amount of the war service gratuity or re-establishment credit of a veteran who re-enlists or is reappointed to the Forces before he receives it in whole or in part; (5) that any purported assignment, charge or commutation of a gratuity or credit or other such transaction shall be void; and (6) that penalties may be imposed for unauthorized use of a re-establishment credit.

LAND SETTLEMENT

The Veterans' Land Act, 1942 (L.G. 1942, p. 921), which provides financial assistance to veterans in settling on the land was amended to incorporate certain provisions already adopted by Order in Council and to make a number of additions. The total cost to the Director of the Veterans' Land Act of the land, building materials, livestock and equipment sold to a veteran under a contract has been raised from \$4,800 to \$6,000.

Settlement may be made on Provincial or Dominion Crown lands, including land in National Parks and also on Indian Reserve land, thus enabling Indian veterans to settle on Indian lands. The contribution of the Dominion to settlers on Crown or Indian lands is a direct grant of not more than \$2,320 representing the maximum grant to a settler purchasing land and equipment under the Act.

Recent Regulations Under Dominion and Provincial Legislation

THE Merchant Seamen Special Bonus is now payable to some seamen who were formerly ineligible. Henceforth free medical treatment for merchant seamen under a 1943 Order in Council will be payable only for sickness or disability arising before January 1, 1946. The Orders in Council permitting deeper loading than normally permitted of ships during the war have been revoked. Orders and regulations under the War Measures Act have been continued in force under the National Emergency Transitional Powers Act.

In Alberta, the trade of a motor vehicle mechanic is now under the Apprenticeship Act. In British Columbia, the Control of Employment of Children Act now applies to the mercantile and transport industries, to shoe-shine stands and automobile service stations. Boxing Day, December 26, 1945, was declared a holiday by proclamation for the purposes of the Factories Act. The annual supplementary minimum wage orders and the hours of work order regulating overtime in the mercantile industry during the Christmas holidays were issued in November. In New Brunswick, the regulations concerning boilers and pressure vessels have been amended and certificates to boiler inspector candidates will

no longer be issued. In Ontario, time credit will be given to operating engineers who have been in the Armed Forces when they apply for a higher grade of certificate, and ex-servicemen who have completed a six months' course in stationary engineering at a training and re-establishment institute or who have had six months' operating experience may now write the examination for a fourth class stationary engineer's certificate. In Quebec, an apprenticeship commission for the building and engineering construction trades of Chicoutimi and district has been incorporated under the Apprenticeship Assistance Act. A new minimum wage order for teachers employed by the Verdun Catholic School Board has been issued, and a number of orders have been renewed until January 1, 1947. In Saskatchewan, a syllabus of training has been issued for apprentices in the motor-vehicle repair, carpentry, bricklaying and masonry, plastering, sheet-metal, and plumbing and steamfitting trades. The Minimum Wage Act has been extended to apply to employees of the Public Service, government commissions, and municipal corporations, and to domestic servants who are employed in private dwellings where more than five beds are set apart for the use of boarders or lodgers.

Dominion

Merchant Seamen

Medical Care

An Order in Council (P.C. 7479) of December 28, 1945, gazetted on January 7, stipulates that the free medical treatment for merchant seamen for non-pensionable liabilities incurred while serving on ships operating in war zones which was authorized by the Order in Council (P.C. 164/6991) of September 4, 1943 (L.G. 1943, p. 1417) will now be given only for sickness or disability arising before January 1, 1946. The Merchant Seamen Compensation Regulations, 1945 (L.G. 1945, p. 1347), require workmen's compensation to be paid by the employer in case of death or injury to a seaman by accident in the course of employment.

Special Bonus Order

An Order (P.C. 3227), providing for certain seamen a special bonus of 10 per cent of their total earnings at the end of the war (L.G. 1945, p. 913), has been amended by an Order in Council (P.C. 18) of January 11, 1946, gazetted on January 21.

The qualification that a seaman, to be eligible for the bonus, must agree in writing before August 31, 1945, to serve at sea for the duration of the war has been changed by the addition of "or such other dates as may be determined by the Minister" [of Transport]. Seamen serving under Canadian Articles of Agreement on a ship owned in Canada but registered as a British ship elsewhere are made eligible for the bonus and the Bonus Order now applies to ships of British registry plying to or from Canadian ports through dangerous waters provided they engage and discharge their crews in Canada.

The allowance paid to a Canadian seaman for the period of his detention by the enemy is to be added, the amendment stipulates, to the seaman's earnings, for the purposes of calculating the special bonus. Seamen who joined the Armed Forces after serving at sea will be paid the bonus as soon as practicable after their discharge, rather than upon discharge. The bonus in respect of an eligible seaman who died before the coming into force of the Order, may, if the amount does not exceed \$500, be paid in a lump sum to his next-of-kin instead of his legal representatives.

Orders Under the War Measures Act

An Order in Council (P.C. 7414) of December 28, 1945, made under the National Emergency Transitional Powers Act, continues in full force all orders and regulations made under the War Measures Act which were in force on December 31, 1945.

Loading of Ships

An Order in Council (P.C. 7314) of December 11, gazetted on December 17, 1945, revoked four Orders in Council (P.C. 2243 of March 23, 1942; P.C. 7991 of September 5, 1942; P.C. 4357 of May 27, 1943; and P.C. 4817 of June 14, 1943) which permitted deeper loading than

normally permitted of ships during the war emergency (L.G. 1943, p. 1031).

Other Orders

The following Orders in Council are summarized elsewhere in this issue: P.C. 16 authorizing the Dominion Government to contribute towards the cost of replacing machinery used in war emergency training; P.C. 115 revoking P.C. 5531 which provided for the appointment of a Controller of the business of the American Can Co. Ltd., Vancouver, B.C.; P.C. 348 amending the Wartime Wages Control Order; and P.C. 349 amending the Wartime Salaries Order.

Provincial*Alberta Apprenticeship Act*

The trade of a mechanic engaged in the repair and construction of motor vehicles was designated as a trade under the above Act by an Order in Council of January 2, 1946, gazetted on January 15.

British Columbia Control of Employment of Children Act

The application of this Act which prohibits the employment of boys and girls under 15 years of age without written permission from the Minister of Labour was extended by an Order in Council of January 10, 1946, gazetted January 17, to the mercantile industry (all establishments operated for the purpose of wholesale or retail trade), shoe-shine stands, automobile service stations, and the transport industry, not including transport by rail, water, or air, or transport of property owned by the carrier. As a consequential amendment, the clause is struck out of the Schedule which brought within the Act those shops or stands for the sale of fresh fruits, vegetables, soft drinks, cut flowers and dairy produce which are exempt from the Shops Regulation and Weekly Half Holiday Act.

The Control of Employment of Children Act applies to factories, including shipyards and electric power works, logging, construction, catering and places of amusement.

British Columbia Factories Act

Boxing Day, December 26, 1945, was declared a holiday for the purposes of the above Act by a proclamation of November 26, gazetted December 13. A similar proclamation in October declared November 12, 1945, Armistice Day, a holiday (L.G. 1945, p. 1844).

British Columbia Minimum Wage Acts and Hours of Work Act

The annual Supplementary Orders 24 and 59 under the Female and Male Minimum Wage

Acts, respectively, and the temporary order under the Hours of Work Act, permitting overtime and requiring punitive payments in the mercantile industry during the Christmas season were issued on November 27, and gazetted on November 29.

The hours Order permitted workers in retail stores in Vancouver and district, Victoria, Esquimalt, Oak Bay and Saanich to work two hours overtime on December 22 and 24. Three hours overtime on December 22 and two hours on December 24 could be worked by such employees in other parts of British Columbia.

For time worked beyond eight daily on December 22 and 24, or over 48 hours during the week ending December 22, the minimum wage Orders required time and one-half the regular rates, but no special overtime payment was required for Saturday, December 22, for shops outside the above-mentioned cities. The weekly rate for experienced employees was to be paid to all girls and women temporarily employed 40 hours or more weekly between November 29 and December 31, inclusive, and both male and female temporary part-time workers were to receive during this period at least 35 cents an hour whatever their age or experience. The regular daily guarantees of \$1.40 for females over 18, \$1 for those under 18, and four hours' pay for males, however, were removed during this time.

Another female minimum wage Order, 52T, of November 26, gazetted November 29, which applies to the hotel and catering industry and became effective January 2, 1946, repeals a previous Order (52Q), which was never put into effect and two Orders (52R and 52S) which postponed the effective date of Order 52Q. The first Order, 52Q, had purported to forbid the employment of a female between midnight and 6 a.m. unless she worked continuously during that time, and to prohibit the beginning or ending of a shift on which women were employed between those hours. Women, however, during this period, could be

given time off for meals or rest periods on the employer's premises (L.G. 1945, p. 1698). The new Order, 52T, prohibits the employment of women in hotels and in the catering industry between 1.30 a.m. and 6 a.m., but exempts from this provision workers in the catering departments of hospitals, sanatoria and nursing homes who reside on the premises, those exempted in writing by the Board of Industrial Relations and all employees in the industry on Christmas Day, New Year's Day, and on any other days specified by the Board.

New Brunswick Steam Boiler and Pressure Vessel Act

Regulations issued under this Act in January, 1945 (L.G. 1945, p. 1532) were amended by an Order in Council of December 20, 1945, gazetted on January 2, 1946. A definition of "pressure vessel" has been added, it being defined as any tank, vessel, refrigeration plant or accessories thereto containing gas, air or liquid under a pressure greater than 15 lbs. per square inch, but not including a boiler or a pressure vessel on a locomotive operated by a railway company, one in a private residence, or a vessel used for agricultural purposes only.

The earlier regulations set out the qualifications of candidates for stationary engineers' certificates of a first-, second- or third-class and for boiler inspectors' certificates. All references to boiler inspectors are now struck out. New sections list the fees for the inspection of boilers and pressure vessels and stipulate that no person shall use a pressure vessel unless it is insured, and the user has a certificate of inspection and approval signed by an Inspector of Boilers. The inspector must attach to the vessel an identification card showing the date of inspection and the allowable working pressure.

Ontario Operating Engineers Act

An amendment by an Order in Council of November 8, gazetted December 1, to the regulations under this Act (L.G. 1937, p. 1207) widens the scope of an amendment of July 28, 1945, to permit an ex-serviceman who has completed a six months' course in stationary engineering at any training and re-establishment institute to write the examination for a fourth-class certificate as stationary engineer. The earlier amendment had limited this provision to ex-servicemen who had completed the six months' course at the Ontario Rehabilitation Training Institute or who had six months' operating experience and had provided for time credit for operating engineers who

have been in the Armed Forces when they apply for a higher grade of certificate.

Quebec Minimum Wage Act

TEACHERS IN VERDUN

A new minimum wage Order covering teachers employed by the Catholic School Board of the City of Verdun was approved by an Order in Council of January 3, 1946, which was gazetted on January 26. This new Order 9 will be in force from February 1, 1946, to January 1, 1948, and replaces Order 9 of the Fair Wage Board which has been in force since July 1, 1938 (L.G. 1938, p. 626).

The new rates are higher than the former ones. For women, the former range of \$625 to \$1,000 with an annual increase of \$75, is replaced by a range of \$1,000 to \$2,000 for teachers in the first seven grades, the annual increment for experience being \$50 for the first four years and \$100 thereafter. For teachers of the 8th or 9th grade the maximum is \$2,200, the annual increment for experience being \$100; for those teaching the 10th, 11th or 12th grade and for assistant principals for classes lower than those of the 8th grade, \$2,400; for assistant principals of schools of the 8th and 9th grades, \$2,500; for assistant principals of schools including the 10th, 11th, or 12th grade and principals of schools with classes lower than those of the 8th grade, \$2,700; for principals of schools containing classes lower than the 10th grade, \$2,800; for principals of the 10th, 11th and 12th grades, \$3,000.

For men, the equivalent rates are a range of \$1,200 to \$2,900 for single men and \$1,500 to \$2,900 for married teachers of the first seven grades, the annual increment for experience being \$125. The former range was from \$900 to \$2,500 for unmarried men and from \$1,200 to \$2,500 for married men. For those teaching 8th or 9th grade, the maximum is \$3,200; \$3,500 for those teaching the 10th, 11th or 12th grade or for assistant principals with grades below the 8th; \$3,600 for assistant principals for classes including 8th or 9th grade; \$3,800 for assistant principals of classes including the 10th, 11th or 12th grade; \$3,700 for principals of schools comprising classes lower than the 8th grade; \$3,800 for principals of schools with classes lower than the 10th grade, and \$4,000 for principals of schools with classes of the 10th, 11th or 12th grade.

Men and women teachers who are not employed full-time, but who give special courses regularly must be paid at least \$2 and \$1.75 per hour respectively; those replacing, temporarily, regular teachers are to be paid \$8 per day in the case of males and \$6 in the case of females.

MISCELLANEOUS

The following Ordinances have been renewed until January 1, 1947, by an Order in Council of November 22, 1945, gazetted December 1: Ordinance No. 6, governing stationary engineers and firemen in the Montreal district; No. 8, cotton textile industry; No. 11, charitable institutions, hospitals and homes; No. 22, manufacture of bricks and building blocks; No. 23, taverns in the Montreal district; No. 25, waste materials industry; No. 26A, taxicabs and automobiles for hire in the Montreal district; No. 27, canning industry; No. 31, tailors and dressmakers of Quebec City; No. 32, the mattress and upholstering industry in Quebec, Quebec West and Levis; No. 33, wholesale foodstuffs in the Quebec City district; No. 34, the ice industry and ice-trading in Quebec and district; No. 36, foundries in Hull; No. 39, forest operations; and No. 45, glaziers.

Quebec Apprenticeship Assistance Act

The Apprenticeship Commission of the Building and Engineering Construction Trades of Chicoutimi has been incorporated under the above Act (L.G. 1945, p. 1351) by an Order in Council of January 17, 1946, gazetted on January 26. The Act was passed in 1945 to promote apprenticeship, including training for the rehabilitation of disabled workers and war veterans. The Act provides for the incorporation of regional or local apprenticeship committees for various trades.

Saskatchewan Minimum Wage Act

This Act has been extended by Order "O", approved by an Order in Council of December 14, 1945, gazetted December 31 and effective January 2, 1946, to apply to persons employed by the Public Service, departments of the Government, boards and commissions set up by the legislature, and by municipal corporations, and to domestic servants who are employed in private dwellings where more than five beds are set apart for the use of boarders or lodgers.

The new Order rescinds Order K (L.G. 1944, p. 1413), which exempted these employees from the Act in addition to those in agriculture and domestic service. The Act, therefore, applies

now to all workers in municipalities of 500 or more people (L.G. 1945, p. 1699), except domestic servants and workers in agriculture.

Saskatchewan Apprenticeship Act

A syllabus of training for a 13-week course in the motor-vehicle repair, carpentry, brick-laying and masonry, plastering, sheet-metal, and plumbing and steamfitting trades was issued in an Order in Council under this Act (L.G. 1945, p. 1844) on December 18, 1945, and gazetted on December 31.

Motor-vehicle repair trade subjects are shop mathematics, elementary drafting and blueprint reading, tools and equipment and their care and use, engines, chassis, clutch, transmissions, differential, brakes and wheel alignment, automotive electricity, tune-up, fuel and lubrication, and bench fitting and welding.

Carpentry apprentices will study shop mathematics, elementary drafting and plan reading, the care and use of tools, materials, operation and care of woodwork machines, bench work and finishing, fastenings, form work, framing, trimming, interior fixtures, estimating, and building regulations.

The bricklaying and masonry course will include applied mathematics, architectural drawing, plan reading, designing and estimating, the study of materials, the use of transit, practice in laying bricks, openings (sills and heads), the study of arches, scaffolding and hoisting, fire-places and chimneys, building by-laws and accident prevention.

Plastering apprentices will study applied mathematics and drawing, materials, plain interior and ornamental interior and exterior plastering on panels, plain interior cement work—stucco, and repairing surfaces, interior and exterior.

Sheet-metal apprentices will learn shop mathematics, drafting and elementary blueprint reading, the care and use of tools and equipment, about materials, layout work, construction (joints, seams, fittings, etc.), heating principles and designing, ventilation and air-conditioning, soldering, brazing and riveting, roofing, welding and estimating.

The plumbing and steamfitting subjects are mathematics, blueprint reading, draining and ventilation, water supply, soldering and lead work, finishing, gas fitting, and maintenance and repair.

Employment, Hours and Earnings

Summary

REPORTS received in the Department of Labour during the past month gave the following information concerning employment and unemployment in Canada.

Employment and payrolls at the beginning of December, 1945.—Widely-distributed advances in industrial employment were shown in reports received by the Dominion Bureau of Statistics.

The index number of employment, calculated on the 1926 average as 100, rose from 171·2 at November 1 to 172·9 at December 1, compared to 185·7 at December 1, 1944.

The greatest increase took place in logging, with smaller but nevertheless considerable improvement shown in mining, communications, transportation, construction and services. Manufacturing continued to decline, however. This decline as a whole was in accordance with the usual seasonal movement in the pre-war period; although the number released was substantially above-average, the percentage reduction approximated the usual period drop at December 1.

Reports from 15,577 employers in eight leading industries, recorded an increase of 17,895 persons or one per cent in their staffs.

Weekly per capita earnings showed a seasonal falling off. The average was \$31.64 as compared with \$31.95 at November 1, 1945 and \$31.61, \$30.67 and \$27.32 on December 1, 1943, 1942, 1941 respectively.

Unemployment as reported by the Unemployment Insurance Commission.—Claims for Unemployment Insurance benefit during December numbered 57,612, an increase of 4,287 over the preceding month.

Report on Employment Conditions, January, 1946.—For the first time in several months, the number of unfilled vacancies reported by National Employment Service offices showed a slight increase during January, while the number of unplaced applicants continued to rise sharply. At January 24, the available labour supply as indicated by the number of unplaced applicants registered at employment offices, totalled 220,459 as compared with 185,274 at December 21, five weeks earlier. Manpower requirements of Canadian industries, exclusive of

agriculture, increased by 3,180 during the five weeks to total 82,721 (52,717 men and 30,004 women) at January 24. This rise was due to the increased demand for both skilled and unskilled female workers which more than offset the continued slackening in male requirements.

Man-Hours and Hourly Earnings, December 31, 1945.—Average hours per week worked by hourly-rated wage-earners employed in manufacturing were 44·8 at the beginning of December, as reported by employers. Average hourly earnings were 67 cents.

Applications for employment; vacancies and placements, December, 1945.—Reports received from the National Employment Service Offices of the Unemployment Insurance Commission during the four weeks November 30 to December 27, 1945, showed sharp declines in business transacted both when compared with the preceding four weeks ending November 29, and with the four-week period December 1 to December 28, 1944. All industrial groups showed losses under the first comparison, the most pronounced being in manufacturing, forestry and logging, construction, trade and services. In comparison with the four weeks December 1 to December 28, 1944, apart from minor increases in construction, mining, agriculture and fishing, hunting and trapping, all industrial divisions recorded losses, the most pronounced being in manufacturing, forestry and logging, services and trade. Vacancies during the four weeks ending December 27, 1945, numbered 110,275, applications 166,070 and placements in regular and casual employment 70,547.

Unemployment in trade unions at the close of the quarter ending December 31, 1945, and for the year 1945.—Unemployment in trade unions rose to 3·0 per cent at the end of the December quarter; an increase of more than twice 1·4 per cent recorded for September 30, 1945. This is the highest average since April, 1942.

Average unemployment for 1945 was 1·4 per cent, as compared with 0·5 recorded for 1944. It is the highest yearly average since 1942, when 2·2 per cent was registered.

Survey of Civilian Labour Force.—The first of a series of surveys of the civilian labour force to be undertaken quarterly by the Dominion Bureau of Statistics indicates

that in the week November 11-17, 1945, there were 4,364,000 persons employed, and 167,000 unemployed, making a total labour force of 4,531,000.

Employment and Payrolls at the Beginning of December, 1945

INDUSTRIAL employment at the beginning of December showed widely-distributed advances; these were not so large as those indicated at November 1, 1945, being also smaller than the gain at December 1 in any of the three years immediately preceding. Prior to 1941, however, the trend at December 1 had almost invariably been downward. The Dominion Bureau of Statistics in its latest survey tabulated data from 15,577 employers in the eight leading industries, whose working forces totalled 1,768,635, as compared with 1,750,740 at November 1. This increase of 17,895 persons, or one per cent, was accompanied by that of 0.1 per cent in the aggregate weekly salaries and wages disbursed by the co-operating establishments.

The general index number of employment at December 1, 1945, stood at 172.9, as compared with 171.2 in the preceding month, and 185.7 at December 1, 1944. The 1926 average equals 100 in calculating these indexes. Since the expansion at the date under review was contrary to the seasonal tendency in pre-war years, the seasonally-adjusted index showed a further rise, standing at 168.8, as compared with 163.8 in the preceding report. Employment generally was lower by 6.9 per cent than at the beginning of December in 1944, since when the index number of payrolls has fallen by 8.4 per cent.

The greatest increase at December 1, 1945, was in logging, which provided work for an additional 13,892 persons, and in trade, in which the advance of 10,567 was also above the average at December 1. There was smaller but nevertheless considerable improvement in employment as compared with November 1 in mining, communications, transportation, construction and services. On the other hand, activity in manufacturing continued to decline; this was partly due to seasonal causes, but more important factors in the contraction were industrial disputes, (which seriously affected the situation both directly and indirectly), cancellation and completion of war contracts, and slackening of operations during reconversion to peace-time production. The largest reductions were in iron and steel plants, from which nearly 11,400 men and women were laid off; lumber, vegetable food, pulp and paper, beverage, chemical, non-ferrous metal and miscellaneous

manufactured product factories also released employees. The decline in manufacturing as a whole was in accordance with the usual seasonal movement in the pre-war period; although the number of persons released was substantially above-average, the percentage loss approximated that indicated, on the average, at December 1 in the period since 1920.

It is interesting to note that due to continued recessions in manufacturing and growing activity in the non-manufacturing divisions, the distribution of employment between these two broad groups is becoming much closer to the normal than was the case during recently preceding years. Thus at December 1, 1945, 54.7 per cent of the total persons in recorded employment in the eight leading industries were on the payrolls of manufacturers, the non-manufacturing classes accounting for 45.3 per cent of the total of 1,768,635. Those proportions do not greatly differ from those of 52.3 per cent in the manufacturing and 47.6 per cent in the non-manufacturing divisions as indicated at December 1, 1939, but show considerable variation from the distribution at December 1, 1943, when industrial activity was at an all-time record for that date; 63 per cent of the total working force was then reported by manufacturers, only 37 per cent being reported in the remaining industrial divisions taken as a unit.

Payrolls

The aggregate payroll of \$55,962,031 disbursed in weekly salaries and wages at December 1 by the co-operating employers was 0.1 per cent higher than the sum of \$55,931,943 paid at the beginning of November. The weekly per capita earnings showed a seasonal falling-off at the date under review, when the average was \$31.64, as compared with \$31.95 at November 1; at the beginning of December, 1944, the mean had been \$32.19, while in 1943, 1942 and 1941, the December 1 averages were \$31.61, \$30.06 and \$27.32, respectively.

Including the data received from financial institutions, the latest survey of employment and payrolls shows that the number of persons in recorded employment was 1,838,554, as compared with 1,820,472 at the beginning of

November. The amounts received in weekly earnings by these persons were stated as \$58,348,568 paid on or about December 1, and \$58,312,504 paid on or about November 1. The average weekly earnings in the nine main industries, including finance, were \$31.74, as compared with \$32.03 at the beginning of November, 1945, \$32.20 at December 1, 1944, \$31.61 at December 1, 1943, and \$30.08 at December 1, 1942.

Table II summarizes the latest statistics of employment and payrolls for the leading industrial groups, the provinces and economic areas and the 20 leading industrial cities, and gives comparisons as at November 1, 1945, and December 1 in 1944 and 1943. In Table I appears a monthly record for the eight leading industries as a whole, and for manufacturing, showing the movements of employment and payrolls from 1941.

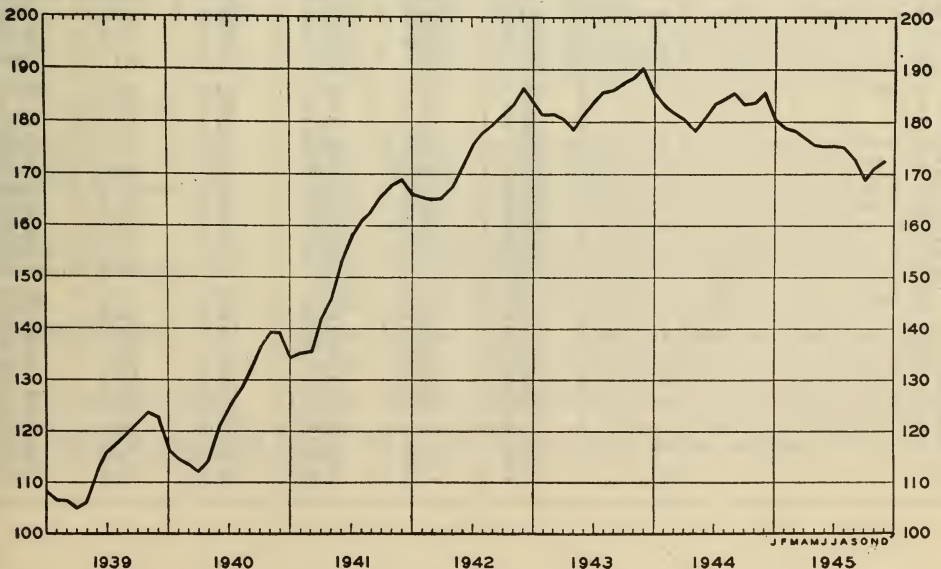
The index number of payrolls are based on the amounts disbursed by the co-operating firms at June 1, 1941, as 100. To facilitate comparisons of the trends of employment and payrolls, the indexes of employment have been converted from their original base, 1926=100, to June 1, 1941, as 100. The table shows that in the period for which data are available, there has been an increase of 13.2 per cent in the number of persons in recorded employment in the eight leading industrial groups, while the aggregate weekly payrolls of these employees have risen by 39.3 per cent.

Including finance, the gain in employment from June 1, 1941, to December 1, 1945, amounted to 13.4 per cent, and that in payrolls, to 39.3 per cent. The reasons previously given for the much greater rise in the salaries and wages than in employment may again be stated: (1) the greater-than-normal concentration of workers still existing in the heavy manufacturing industries where rates of pay are above the average and, in addition, there has been a considerable amount of overtime work, although this is of diminishing importance; (2) the payment of cost-of-living allowances to the majority of workers; the rates at which these allowances were calculated were increased on more than one occasion before their incorporation in the basic wage-rates as from February 15, 1944; (3) the progressive up-grading of employees as they gained experience in their work and (4) the granting of higher wage rates in numerous cases.

Until recently, the increase in employment and payrolls in manufacturing in the period of observation has greatly exceeded that in the non-manufacturing industries taken as a whole, but at November 1 and December 1, the reverse was the case; thus, the index of employment in manufacturing at the date under review was higher by 9.5 per cent than at June 1, 1941, and that of payrolls, by 36.7 per cent, while in the non-manufacturing divisions taken as a unit the gain in the same

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.



comparison amounted to 18 per cent in the case of the employment, and to 42.7 per cent in the case of payrolls. In the last 4½ years, the weekly earnings of the typical individual engaged in factory work have increased by 26.9 per cent, while the average in the non-manufacturing industries taken as a unit has risen by 23.1.

In regard to the marked variation shown in the average earnings of workers in the different industrial classes, it must be borne in mind that the sex distribution of such persons

is an important factor, frequently associated with variations in the age groups. In general, the female workers tend to belong to the younger age classes, in which the earnings are naturally lower than among those of greater experience. The matter of short-time or overtime may also considerably influence the reported aggregates and averages, which likewise reflect variations in the extent to which casual labour is used; the degree of skill generally required of workers in different industries is obviously an exceedingly important factor.

TABLE I—INDEX NUMBERS OF EMPLOYMENT AND PAYROLLS, BASED ON JUNE 1, 1941=100, TOGETHER WITH PER CAPITA WEEKLY EARNINGS

(The latest figures are subject to revision).

Date	Eight Leading Industries			Manufacturing		
	Index Numbers of		Per Capita Earnings	Index Numbers of		Per Capita Earnings
	Employment	Aggregate Payrolls		Employment	Aggregate Payrolls	
Jan. 1, 1942.....	108.4	112.1	\$26.13	111.4	114.3	\$26.32
Feb. 1.....	108.2	118.3	27.65	113.8	126.0	28.39
Mar. 1.....	108.0	119.3	27.92	116.5	129.8	28.58
Apr. 1.....	108.0	121.4	28.41	118.7	133.2	28.94
May 1.....	109.5	123.8	28.59	120.4	137.0	29.19
June 1.....	112.3	125.3	28.20	122.6	137.2	28.73
July 1.....	114.9	129.5	28.49	124.7	141.7	29.16
Aug. 1.....	116.3	131.6	28.62	126.4	143.2	29.08
Sept. 1.....	117.3	135.3	29.29	128.3	148.5	29.72
Oct. 1.....	118.6	137.8	29.51	129.9	152.5	30.15
Nov. 1.....	119.9	140.6	29.81	130.1	155.3	30.70
Dec. 1.....	122.1	144.0	30.06	132.0	159.7	31.17
Jan. 1, 1943.....	120.1	131.7	\$27.92	130.7	142.5	\$28.11
Feb. 1.....	118.5	139.3	29.96	132.2	157.0	30.65
Mar. 1.....	118.6	143.0	30.72	133.0	162.1	31.49
Apr. 1.....	118.1	144.1	31.14	133.5	164.3	31.81
May 1.....	116.5	139.6	30.59	132.7	159.5	31.09
June 1.....	118.5	143.4	30.93	133.5	163.1	31.62
July 1.....	120.1	145.5	30.97	134.8	164.7	31.62
Aug. 1.....	121.6	147.5	31.06	135.5	166.2	31.77
Sept. 1.....	121.8	148.7	31.30	136.8	169.0	32.03
Oct. 1.....	122.6	150.8	31.53	137.7	171.9	32.37
Nov. 1.....	123.4	152.0	31.60	137.4	172.7	32.62
Dec. 1.....	124.6	153.4	31.61	137.4	174.0	32.86
Jan. 1, 1944.....	121.5	140.4	\$29.69	134.8	156.5	\$30.18
Feb. 1.....	119.8	148.1	31.76	135.3	170.6	32.78
Mar. 1.....	118.8	149.1	32.27	134.8	172.2	33.23
Apr. 1.....	118.1	148.6	32.37	134.2	171.7	33.28
May 1.....	116.5	146.2	32.26	132.9	168.1	32.92
June 1.....	118.1	146.0	31.80	132.8	166.7	32.64
July 1.....	120.0	148.1	31.72	134.4	167.7	32.44
Aug. 1.....	120.7	148.4	31.63	133.9	166.8	32.38
Sept. 1.....	121.5	149.6	31.69	134.6	168.6	32.55
Oct. 1.....	120.0	151.0	32.36	133.2	169.2	33.02
Nov. 1.....	120.4	151.0	32.29	131.7	168.1	33.20
Dec. 1.....	121.6	152.1	32.19	131.0	168.0	33.35
Jan. 1, 1945.....	118.1	138.1	\$30.10	126.6	147.1	\$30.22
Feb. 1.....	117.2	146.4	32.15	128.0	162.6	33.06
Mar. 1.....	116.7	148.8	32.82	127.6	164.7	33.56
Apr. 1.....	115.8	144.1	32.00	126.7	158.7	32.55
May 1.....	114.9	145.4	32.55	125.4	161.9	33.59
June 1.....	114.8	143.3	32.10	124.4	157.4	32.83
July 1.....	114.9	144.5	32.32	123.2	156.3	32.94
Aug. 1.....	114.6	143.0	32.09	121.5	152.9	32.73
Sept. 1.....	113.2	141.1	32.06	118.2	148.0	32.58
Oct. 1.....	110.5	137.8	32.08	112.1	140.4	32.54
Nov. 1.....	112.1	139.3	31.95	110.9	139.3	32.64
Dec. 1.....	113.2	139.3	31.64	109.5	136.7	32.45

TABLE II—EMPLOYMENT AND EARNINGS

Number of Persons Employed at December 1, 1945, by the Co-operating Establishments and Aggregate and Per Capita Weekly Earnings of Such Employees, Together with Index Numbers of Employment and Payrolls as at November 1 and December 1, 1945, with Comparative Figures for December 1, 1944, where Available, Based on June 1, 1941 as 100 p.c.

(The latest figures are subject to revision).

Geographical and Industrial Unit	Number of Employees Reported at Dec. 1, 1945	Aggregate Weekly Payrolls at Dec. 1, 1945	Per Capita Weekly Earnings at			Index Numbers of					
						Employment			Aggregate Weekly Payrolls		
			Dec. 1, 1945	Nov. 1, 1945	Dec. 1, 1944	Dec. 1, 1945	Nov. 1, 1945	Dec. 1, 1944	Dec. 1, 1945	Nov. 1, 1945	Dec. 1, 1944
(a) PROVINCES											
Maritime Provinces.....	143,172	4,237,429	29.60	29.65	30.69	122.2	116.9	125.9	165.5	158.6	177.0
Prince Edward Island.....	2,574	69,719	27.09	27.28	27.02	116.6	114.9	124.6	149.3	148.3	159.6
Nova Scotia.....	83,651	2,531,262	30.26	30.15	32.27	118.6	115.3	125.3	159.4	154.4	179.7
New Brunswick.....	56,947	1,636,448	28.74	29.00	28.40	128.7	119.9	127.4	176.7	166.3	173.2
Quebec.....	535,992	16,281,934	30.38	30.73	30.63	114.0	113.7	125.6	145.0	146.3	160.8
Ontario.....	714,850	22,900,057	32.03	32.43	33.10	106.9	105.9	116.6	126.3	126.7	142.2
Prairie Provinces.....	212,848	6,927,179	32.55	32.55	32.23	119.7	117.4	118.4	148.4	145.5	145.3
Manitoba.....	97,907	3,167,378	32.35	32.48	31.90	118.8	116.6	118.1	145.0	143.0	142.0
Saskatchewan.....	42,812	1,344,112	31.40	31.25	30.56	116.6	114.3	114.1	144.7	141.6	138.5
Alberta.....	72,129	2,415,689	33.49	33.41	33.64	123.0	120.2	121.3	155.4	151.5	154.0
British Columbia.....	161,773	5,615,332	34.71	35.07	34.71	127.6	127.9	135.3	156.7	158.6	166.1
CANADA.....	1,768,635	55,962,031	31.64	31.95	32.19	113.2	112.1	121.6	139.3	139.3	152.1
(b) CITIES											
Montreal.....	257,266	8,238,661	32.02	32.20	32.59	117.4	116.9	129.6	147.7	147.8	165.6
Quebec City.....	25,431	689,109	27.10	29.05	28.93	105.7	115.7	151.2	136.6	160.2	210.7
Toronto.....	234,304	7,590,000	32.39	32.64	32.57	115.5	114.0	129.2	139.4	138.6	156.3
Ottawa.....	21,920	611,864	27.91	28.55	28.25	109.6	105.6	114.7	132.4	130.4	140.3
Hamilton.....	56,733	1,849,151	32.59	32.42	33.42	106.3	104.5	114.6	125.7	122.9	139.1
Windsor.....	16,299	629,088	38.60	39.39	43.49	51.5	70.6	125.9	52.6	73.6	144.7
Winnipeg.....	63,225	1,898,412	29.74	29.77	29.20	123.1	119.6	123.8	144.3	140.4	142.5
Vancouver.....	75,242	2,491,287	33.11	33.62	33.35	146.2	146.2	163.9	183.1	186.0	207.4
Halifax.....	25,066	722,835	28.84	29.36	30.92	142.8	136.2	153.5	181.2	175.9	202.4
Saint John.....	12,976	367,074	28.29	28.39	29.64	123.7	120.6	133.6	162.0	158.5	186.1
Sherbrooke.....	9,063	242,552	26.76	26.99	26.82	103.0	102.7	107.2	131.4	132.1	137.1
Three Rivers.....	9,443	271,839	30.06	29.08	29.75	113.3	113.5	136.4	133.6	129.5	159.6
Kitchener-Waterloo.....	17,569	525,185	29.89	30.33	29.77	117.9	114.4	109.7	154.2	151.8	144.4
London.....	20,995	631,809	30.09	30.40	29.35	117.8	116.0	121.0	140.2	139.4	141.1
Port William-Port Arthur.....	10,556	369,287	34.98	35.21	35.99	74.8	77.6	116.4	97.7	102.1	156.4
Regina.....	10,586	297,651	28.12	28.06	27.09	116.5	116.7	118.0	142.9	142.9	139.2
Saskatoon.....	6,995	191,803	27.42	27.69	26.30	140.3	136.6	126.7	174.6	171.6	148.7
Calgary.....	18,267	573,581	31.40	31.60	31.32	115.2	114.8	117.4	139.5	139.9	141.4
Edmonton.....	18,873	564,575	29.91	29.49	29.21	138.9	136.1	134.3	168.3	162.6	161.6
Victoria.....	13,097	410,027	31.31	31.53	33.02	155.2	158.5	168.3	194.5	200.1	221.6
(c) INDUSTRIES											
Manufacturing.....	966,819	31,369,088	32.45	32.64	33.35	109.5	110.9	131.0	136.7	139.3	168.0
Durable Goods ¹	439,147	15,446,517	35.17	35.60	36.83	102.9	105.9	142.5	129.2	134.5	187.2
Non-Durable Goods.....	506,763	15,127,841	29.85	29.84	29.23	116.0	115.8	121.2	145.9	145.7	149.3
Electric Light and Power.....	20,909	794,730	38.01	36.85	37.05	109.4	108.9	96.2	128.8	124.3	110.5
Logging.....	97,573	2,464,817	25.26	26.22	25.04	204.2	175.0	190.1	259.2	230.7	239.1
Mining.....	70,933	2,768,009	39.02	38.67	39.79	84.9	81.7	85.5	105.2	100.2	108.0
Communications.....	33,924	1,079,501	31.82	32.01	31.04	130.2	128.8	113.8	153.1	152.3	130.4
Transportation.....	165,749	6,417,587	38.72	38.60	38.63	129.9	128.9	125.7	156.5	155.0	151.4
Construction and Maintenance.....	168,852	5,109,968	30.26	30.76	29.76	94.7	94.0	78.8	125.6	126.8	102.7
Services.....	52,887	1,077,531	20.37	20.21	19.82	123.6	123.2	119.7	156.5	154.7	145.2
Trade.....	211,898	5,675,530	26.78	27.27	25.53	121.9	115.9	114.5	138.9	134.3	125.2
Eight Leading Industries.....	1,768,635	55,962,031	31.64	31.95	32.19	113.2	112.1	121.6	139.3	139.3	152.1
Finance.....	69,919	2,386,537	34.13	34.14	32.42	116.3	116.0	110.7	137.7	137.4	124.5
Total—Nine Leading Industries.....	1,838,554	58,348,568	31.74	32.03	32.20	113.4	112.3	121.2	139.3	139.2	151.0

¹ This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products.

TABLE III—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS

(AVERAGE CALENDAR YEAR 1926=100)

(The latest figures are subject to revision)

	CANADA	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Dec. 1, 1920.....	119.1	113.3				118.4	123.1	119.0				108.3
Dec. 1, 1930.....	108.5	109.5				106.7	108.2	118.6				100.0
Dec. 1, 1931.....	99.1	112.7				94.7	99.3	106.0				90.5
Dec. 1, 1932.....	83.2	83.8				82.9	84.1	86.7				73.5
Dec. 1, 1933.....	91.8	93.4				92.4	93.3	89.3				85.4
Dec. 1, 1934.....	98.9	106.9				96.4	101.7	94.3				92.9
Dec. 1, 1935.....	104.6	107.5				103.8	107.0	101.3				99.3
Dec. 1, 1936.....	110.1	115.3				112.6	112.9	98.6				101.5
Dec. 1, 1937.....	121.6	122.5	79.4	127.6	118.9	129.6	125.8	100.5	96.0	99.8	108.0	107.5
Dec. 1, 1938.....	114.0	109.8	85.4	121.5	97.2	121.7	114.4	103.5	95.4	114.1	108.9	105.8
Dec. 1, 1939.....	122.7	123.0	90.6	132.1	113.8	130.3	124.5	108.9	102.2	113.1	116.4	110.0
Dec. 1, 1940.....	139.1	133.2	106.1	142.7	123.4	149.7	142.7	118.8	110.2	123.0	129.4	123.6
Dec. 1, 1941.....	168.8	187.9	117.5	204.4	171.7	179.8	174.0	135.5	129.5	132.7	146.9	144.5
Dec. 1, 1942.....	186.5	195.1	108.6	220.4	169.6	202.2	188.2	141.9	139.1	136.2	149.9	187.4
Dec. 1, 1943.....	190.5	199.6	125.2	220.3	178.0	208.3	188.6	150.3	142.6	140.9	168.5	193.7
Dec. 1, 1944.....	185.7	191.8	133.5	210.4	171.8	197.6	188.0	151.9	147.3	145.3	163.2	182.5
Jan. 1, 1945.....	180.4	182.5	123.2	187.9	179.3	191.1	184.2	149.2	145.0	141.1	160.9	173.9
Feb. 1.....	178.9	179.9	123.7	192.4	167.6	189.1	184.3	145.3	142.4	134.8	156.5	172.0
Mar. 1.....	178.2	179.9	141.2	191.7	167.2	188.5	184.2	141.2	137.6	130.9	153.3	172.0
April 1.....	176.9	180.5	121.0	192.3	169.2	185.2	183.0	141.2	137.3	132.2	153.2	173.0
May 1.....	175.5	183.1	113.9	196.7	170.1	184.9	180.1	139.3	135.2	132.0	150.3	172.4
June 1.....	175.3	181.0	121.8	191.9	170.7	184.3	178.9	141.8	137.6	136.5	151.6	175.5
July 1.....	175.5	177.7	128.8	194.7	159.0	181.9	179.8	144.6	138.9	140.7	155.7	180.4
Aug. 1.....	175.0	176.4	127.9	192.9	158.2	181.6	177.9	147.5	141.3	144.4	158.9	180.1
Sept. 1.....	172.6	173.2	131.2	189.1	155.5	178.1	175.2	147.2	140.8	142.6	159.9	183.6
Oct. 1.....	168.7	170.5	124.2	185.7	153.9	175.0	169.6	147.4	141.1	142.6	160.2	174.2
Nov. 1.....	171.2	178.2	123.1	193.6	161.8	178.8	170.8	150.6	145.4	145.9	161.7	172.5
Dec. 1.....	172.9	186.3	124.9	199.2	173.6	179.4	172.4	153.6	148.1	148.5	165.4	172.1
Relative weight of Employment by Provinces and Economic Areas as at December 1, 1945.....	100.0	8.1	.2	4.7	3.2	30.3	40.4	12.0	5.5	2.4	4.1	9.2

NOTE.—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

TABLE IV—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100)

(The latest figures are subject to revision)

Industries	¹ Relative Weight	Dec 1, 1945	Nov 1, 1945	Dec. 1, 1944	Dec. 1, 1939
Manufacturing	54.7	184.0	186.3	220.1	122.2
Animal products—edible.....	2.8	247.0	243.4	238.0	144.0
Fur and products.....	.2	154.4	147.9	134.8	114.2
Leather and products.....	1.7	148.1	146.1	136.8	125.7
Boots and shoes.....	1.1	136.3	134.8	124.6	123.9
Lumber and its products.....	3.7	121.3	125.5	120.7	84.1
Rough and dressed lumber.....	2.0	98.7	104.6	96.3	69.6
Furniture.....	.7	141.5	139.3	129.2	91.6
Other lumber products.....	1.0	186.9	190.5	204.2	125.5
Musical instruments.....	.04	33.5	32.5	29.3	56.2
Plant products—edible.....	3.3	176.8	182.8	185.0	138.5
Pulp and paper products.....	5.4	151.3	150.0	138.4	113.1
Pulp and paper.....	2.3	133.2	133.9	122.6	99.4
Paper products.....	1.0	236.0	232.1	214.1	147.4
Printing and publishing.....	2.1	146.7	143.6	133.7	118.8
Rubber products.....	1.3	178.0	176.1	179.2	116.0
Textile products.....	8.0	162.9	161.5	159.2	135.7
Thread, yarn and cloth.....	2.9	164.7	161.1	159.0	149.8
Cotton yarn and cloth.....	1.3	112.3	110.2	111.6	115.2
Woolen yarn and cloth.....	.7	178.1	173.6	167.7	160.6
Artificial silk and silk goods.....	.7	648.0	632.0	615.2	495.1
Hosiery and knit goods.....	1.3	156.8	153.0	147.5	140.8
Garments and personal furnishings.....	2.9	163.3	164.7	159.6	124.1
Other textile products.....	.9	165.8	165.7	177.0	119.7
Tobacco.....	.7	145.2	131.3	132.2	100.5
Beverages.....	.9	280.6	292.6	261.8	173.1
Chemicals and allied products.....	2.5	345.0	354.6	616.0	180.8
Clay, glass and stone products.....	1.0	151.8	150.1	133.0	94.6
Electric light and power.....	1.2	164.0	163.2	144.2	139.8
Electrical apparatus.....	2.3	274.0	267.3	319.9	139.8
Iron and steel products.....	15.5	200.2	208.6	309.4	111.7
Crude, rolled and forged products.....	1.7	222.0	225.2	250.1	156.0
Machinery (other than vehicles).....	1.3	222.6	217.6	222.3	124.7
Agricultural implements.....	.7	154.0	149.6	132.4	63.2
Land vehicles and aircraft.....	5.2	144.7	154.4	235.4	101.4
Automobiles and parts.....	1.1	135.4	168.5	292.7	154.9
Steel shipbuilding and repairing.....	2.1	722.9	836.7	1274.3	70.9
Heating appliances.....	.4	191.4	183.0	181.8	139.7
Iron and steel fabrication (n.e.s.).....	.8	220.3	224.5	294.7	132.4
Foundry and machine shop products.....	.5	199.0	197.2	235.2	122.0
Other iron and steel products.....	2.8	229.3	229.0	340.5	121.4
Non-ferrous metal products.....	2.3	290.8	293.4	399.9	167.9
Non-metallic mineral products.....	.9	214.8	215.7	208.0	165.7
Miscellaneous.....	.9	288.8	295.2	358.8	154.2
Logging	5.5	323.2	277.1	300.9	263.6
Mining	4.0	150.5	144.7	151.5	171.3
Coal.....	1.5	95.5	90.9	97.4	96.0
Metallic ores.....	1.9	259.4	246.9	258.1	354.4
Non-metallic minerals (except coal).....	.6	167.4	169.9	170.4	138.8
Communications	1.9	126.6	125.2	110.6	85.5
Telegraphs.....	.5	139.7	138.6	129.5	96.8
Telephones.....	1.4	122.5	121.1	105.4	82.4
Transportation	9.4	128.3	127.4	124.2	89.7
Street railway cartage and storage.....	2.9	201.9	200.9	189.5	135.0
Steam railways.....	5.1	110.2	109.9	108.0	77.0
Shipping and stevedoring.....	1.4	109.3	108.6	111.2	88.0
Construction and Maintenance	9.5	131.6	130.7	109.5	93.8
Building.....	3.4	135.2	134.4	98.8	75.2
Highway.....	3.8	168.7	162.4	141.1	158.1
Railway.....	2.4	94.6	98.3	91.8	52.1
Services	3.0	211.2	210.5	204.6	132.9
Hotels and restaurants.....	1.9	208.0	206.9	206.4	127.6
Personal (chiefly laundries).....	1.1	217.4	217.4	201.4	142.3
Trade	12.0	191.2	181.7	179.5	144.7
Retail.....	8.9	201.5	188.6	190.6	151.8
Wholesale.....	3.1	166.7	165.0	181.9	126.0
Eight Leading Industries	100.0	172.9	171.2	185.7	122.7
Finance		135.0	134.7	128.5	
Banks and trust companies.....		137.5	137.4	132.7	
Brokerage and stock market.....		210.3	200.5	148.9	
Insurance.....		127.4	127.2	121.6	
Nine Leading Industries		171.1	169.4	182.9	

¹ The relative weight shows the proportion of employees reported in the indicated industry to the total number of employees reported in Canada by the firms making returns at the date under review.

Man-Hours and Hourly Earnings, December 1, 1945

A CONTINUED decline in average hourly earnings of wage-earners in manufacturing was reported by the Dominion Bureau of Statistics. At December 1, 1945, the average was 67 cents an hour, a decline of half a cent from the previous month and of 3½ cents from December 1, 1944.

Average hours worked remained fairly stable, at 44·8 per week.

The latest reduction in average hourly earnings in manufacturing was the seventh consecutively reported. As in preceding periods of observation, the more important factors contributing to the decline were significant changes in the number and in the industrial distribution of wage-earners during the period of conversion from wartime to peacetime production, and industrial disputes, which continued directly and indirectly to affect the situation to a considerable degree. Further reductions in overtime work were also indicated, although this was a factor of diminishing weight; the Ontario Hours of Work and Vacations With Pay Act, which came into effect at the first of November, tended to reduce the hours worked in some industries.

Statistics were tabulated from 6,111 employers having 708,346 hourly-rated wage-earners at the date under review, as compared with 718,876 at November 1. The latest indicated total of hours worked was 31,726,261, for which the remuneration amounted to \$21,241,170; the hourly-rated personnel employed by the same firms at November 1 had worked a total of 32,292,443 hours, for which they were paid the sum of \$21,798,373. There was thus a reduction of 1·5 per cent in the number of wage-earners,

accompanied by that of 1·8 per cent in the aggregate hours worked and of 2·6 per cent in the hourly wages.

The statistics of average hours per week and average hourly earnings in manufacturing during the period for which such information is available are given below; the latest figures are subject to revision.

Average Hours Worked.—The falling-off in the average hours worked in the Dominion in manufacturing as a whole in the week ending December 1 as compared with a month earlier was slight. There were moderate gains in this comparison in all provinces except Ontario, Alberta and British Columbia. While the average reported at December 1 for the week preceding was fractionally lower than at the beginning of November, it exceeded the means indicated during the summer months, which had reflected holiday conditions. It was however, considerably lower than the average at December 1, 1944. Plants producing durable manufactured goods reported hours averaging 45 per employee in the week ending December 1, one-fifth of an hour less than in the week ending November 1, and some two hours less than in the same week in 1944. There were declines in both comparisons in the iron and steel, non-ferrous metal, electrical apparatus and other groups coming within this category, in which the aggregate hours fell in the month by 3·9 per cent. The accompanying loss in the number of hourly-rated wage-earners amounted to 3·3 per cent.

In the light manufactured goods industries, there was an increase of 0·3 per cent in the total hours reported as having been worked in the week preceding December 1, while the

AVERAGE HOURS WORKED, AVERAGE HOURLY EARNINGS AND AVERAGE WEEKLY WAGES OF HOURLY-RATED WAGE-EARNERS IN MANUFACTURING

Week Preceding	Average Hours Per Week (1) No.	Average Hourly Earnings (2) ¢	Average Weekly Wages (Col. 1 x Col. 2) (3) \$
November 1, 1944	46.3	70.3	32.55
December 1	46.3	70.5	32.64
January 1, 1945	39.6 ¹	70.0	27.72 ¹
February 1	45.4	70.1	31.83
March 1	45.8	70.1	32.11
April 1	43.6 ¹	70.4	30.69 ¹
May 1	45.5	70.5	32.08
June 1	44.3	70.3	31.14
July 1	44.3	70.1	31.05
August 1	44.3	69.5	30.79
September 1	44.1	69.2	30.52
October 1	44.7	67.8	30.31
November 1	44.9	67.5	30.31
December 1	44.8	67.0	30.02

¹ The averages at January 1 and April 1, 1945, were affected by the time lost during the year-end and the Easter holidays, respectively.

gain in the number of hourly-rated wage-earners was also 0.3 per cent. The average per employee was, therefore, unchanged at 44.6; this figure was lower by more than half an hour than that indicated at December 1, 1944.

Average Hourly Earnings.—The hourly earnings in manufacturing in the week ending December 1 averaged 67 cents, as compared with 67.5 in the week of November 1, 1945, and 70.5 in the week of December 1, 1944. Further important declines in the numbers engaged in the vehicle and other high-paid industries, contributed to the lower rate; the existence of industrial disputes in the automotive division continued a factor in the situation. In the last 21 months, the average hourly rate in manufacturing as a whole has fallen by nearly five per cent, due in part to curtailment of overtime and in part to far-reaching changes in the industrial distribution of wage-earners; the effect of these factors was heightened by losses due, directly and indirectly, to strikes.

Average Weekly Wages.—Column 3 of the accompanying table shows the weekly earnings of hourly-rated personnel in factories at the first of each of the months since October, 1944. The effect of reductions in the time worked and of changes in the industrial distribution in the last 12 months is reflected in the loss of some \$2.60 in the average weekly earnings of hourly-rated wage-earners in manufacturing as a whole; it should be noted, however, that relatively few of the industries within the manufacturing group show declines of this size.

There was a reduction of 23 cents in the average of salaries and wages paid at December 1 as compared with November 1; the loss in weekly earnings in the case of hourly-rated workers was 29 cents. In the heavy manufactured goods industries, in which industrial disputes continue seriously to affect the situation, the decrease for salaried personnel and wage-earners (hourly-rated and otherwise) was 43 cents, and that among hourly-rated workers was 62 cents. In the case of the light manufactured goods industries, an insignificant gain of one cent in the weekly earnings of all the employees reported by the co-operating establishments was accompanied by that of four cents in those of the hourly-rated staff.

In the last 12 months, the weekly earnings of all those in recorded employment in manufacturing have fallen by approximately 97 cents, while those of hourly-rated wage-

earners have declined by some \$2.60. As already stated, the most important factors contributing to these losses are reductions in the numbers employed, accompanied by important changes in their industrial distribution, diminution in the hours worked, and industrial disputes, the last-named affecting the situation directly and indirectly. In the case of the durable manufactured goods industries, the falling-off in the year amounted to \$1.66 in the combined salaries and wages, and to \$3.28 in the earnings of hourly-rated personnel. Firms classified in the light manufacturing industries showed an increase of about 62 cents in the combined salaries-and-wages figure, while the average weekly earnings of hourly-rated wage-earners have declined by 41 cents in the year. Also in this period, the average hours worked by hourly-rated personnel in the heavy manufactured goods industries have fallen by almost two hours, a loss which was accompanied by that of four cents in the hourly rate; in the case of the light manufacturing industries, the average time worked decreased by less than one hour, and the rate has risen by three-tenths of a cent per hour.

Non-Manufacturing Industries

Many of the non-manufacturing industries employ comparatively few of their workers at hourly rates, with the result that accurate records of hours worked are not available. The representation of the non-manufacturing industries in the monthly statistics of man-hours and hourly earnings is accordingly much smaller than that in manufacturing. At a later date, however, it is hoped that the representation in several important industries will be extended, permitting the publication of monthly figures for such groups.

The hours worked in mining in the week of December 1 showed a small increase as compared with the week of November 1, averaging 44.3, as compared with 44 in the preceding period of observation. The average hourly earnings rose fractionally to 85.3 cents at the first of December, as compared with 84.8 cents at November 1. In building construction, the hours worked slightly declined, while there was no general change in the hourly rate. The hours worked, on the average, in the highway group were lower, the mean being 33.7 hours in the week ending December 1, as compared with 36.2 in that of November 1. The hourly rate also slightly declined, falling from 63.4, in the last report, to 63.1 in the present survey.

Report on Employment Conditions, January, 1946

The following report covering the employment situation for the past month has been prepared by the Research and Statistics Branch, Department of Labour, in co-operation with the Employment Service, Unemployment Insurance Commission. The first section of the report deals with the Canadian labour market by occupational groups, while the second section gives a more detailed analysis of employment conditions by regions.

THE steadily downward trend in the number of unfilled vacancies¹ reported during the past few months reversed during January while the number of unplaced applicants² continued to increase. The rise in demand during January was due primarily to the additional orders for female workers in the Ontario Region. Manpower requirements, however, remain at a low level due to shortages of skilled labour and basic materials as well as to the normal seasonal slackening in industry needs. For the most part, demand represents vacancies resulting from labour turnover rather than from employment expansion. The supply of available labour increased substantially during the month as the backlog of discharges and temporarily employed Christmas workers registered for work at the local offices. The number of vacancies reported in Canadian industries, exclusive of agriculture, totalled 82,721 while unplaced applicants at that time numbered 220,459. This presents a decidedly different picture from the labour situation at the comparative date in 1945 when 122,486 vacancies were reported and the number of applicants totalled 81,783. Table I shows labour demand and supply by main occupational groups and by sex, as at January 24, 1946. Table II presents a monthly comparison of total labour demand and supply. In Table III unfilled vacancies are classified by main industry group and by sex, as at January 24, 1946, with absolute and percentage

Male

The number of male applicants seeking employment rose substantially during January, as temporarily employed holiday workers and discharges who had postponed job-hunting

until the new year entered the labour market. changes in total demand during the past month.

At January 24, the number of unplaced male applicants totalled 177,519 as compared with 150,583 five weeks earlier. Demand for male workers, however, remained at a low level, totalling 52,717 at January 24. The slight increase in the need for male workers which was evident during the first part of January was more than offset by the sharp decline in demand during the last week of the period under review. The reduced demands of the logging camps accounted for most of this decrease.

Skilled and Semi-skilled Workers

Since V-J Day there has been a steady decline in the vacancies reported for skilled and semi-skilled workers while the number of applicants seeking this type of work has increased substantially. Many of those classified as skilled and semi-skilled, however, are not fully qualified and, therefore, cannot meet the high standards which employers are now requesting. At January 24, demand for skilled workers totalled 36,204 while applicants registered in local offices numbered 67,959; 63 per cent of the labour requirements were for skilled loggers but experienced woods workers were in short supply.

The ideal weather conditions for logging operations throughout the Dominion, have resulted in a renewed campaign for additional labour for the logging camps. Although advertising has been extensive and transportation costs are now authorized, the recruiting of workers has been disappointing. In some places, applicants are reluctant to accept work in the logging camps so late in the season as they wish to be available for construction work in the early spring. The number of experienced loggers needed across Canada at January 24 totalled 22,711; every region was in need of additional woodsmen, but demand was particularly acute in Quebec, where 14,278 skilled loggers were required.

Although the shortage of experienced miners has been considerably relieved by the re-instatement of discharged service personnel, there were still 1,618 skilled miners required at January 24. The number of skilled miners available, however, was limited; at the January date the supply was only one-third of the demand. The lack of suitable housing accommodation has seriously hampered placements in the mining industry, but this situation will be remedied in some areas when summer living quarters can be used. Approx-

¹ Unfilled Vacancies are the number of unfilled jobs on file in employment offices as at the date indicated.

² Unplaced Applicants are the number of Unreferred Applicants plus Unconfirmed Referrals. Unreferred Applicants are those who have not been referred to specific jobs as at the date indicated. Unconfirmed Referrals are applicants who have been referred but whose placement has not been confirmed.

mately two-thirds of the demand at January 24 was for experienced coal miners. The acute shortage of certificated coal miners in the Maritime and Prairie Regions continues to curtail the number of inexperienced workers who can be placed in the coal mines.

The seasonal low in building activity has resulted in a large surplus of construction workers. This situation is only temporary, however, as the extensive construction program

outlined for 1946 will greatly increase the demand for this type of worker. There were 13,706 construction workers seeking employment at January 24 but there were only 2,195 vacancies on file. Carpenters and painters, especially, were in generous supply, but many of these applicants were only qualified for general construction work. A shortage of bricklayers, however, still persists, particularly in the Quebec and Ontario Regions.

LABOUR DEMAND AND SUPPLY

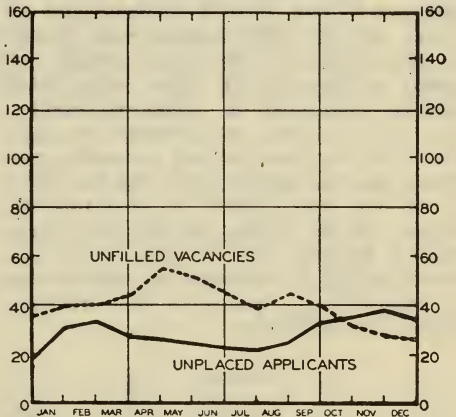
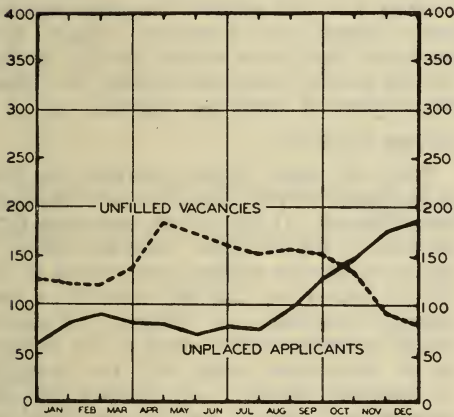
(Excluding Agriculture)

UNFILLED VACANCIES AND UNPLACED APPLICANTS
CANADA 1945

All Scales in Thousands

TOTALS

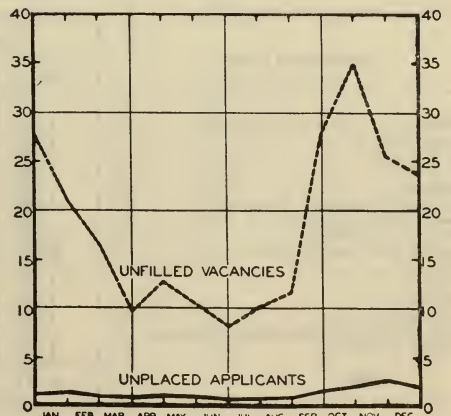
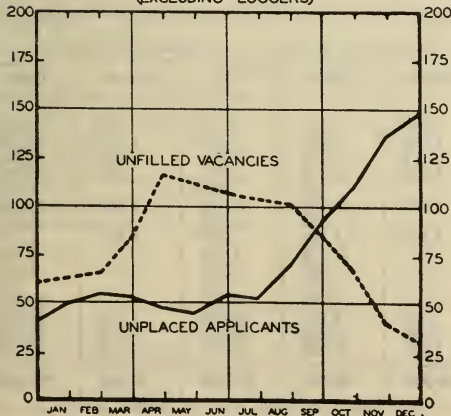
FEMALES



MALES

(EXCLUDING LOGGERS)

LOGGERS



Mass lay-offs from war industries have resulted in a large surplus of metalworkers who have mastered a routine skill but are not proficient in the general trade. At January 24, there were 16,734 metalworkers seeking employment but only 1,917 vacancies were recorded in the local offices throughout the Dominion. The largest surplus of metalworkers was in Quebec where only 6 vacancies were reported for every 100 applicants registered. Machinists, welders and flame cutters, particularly, were in excess supply. There remains, however, an urgent need for experienced moulders and coremakers; to insure a sufficient supply in the future, employers are hiring inexperienced workers for "on the job" training.

Unskilled Workers

Since the peak in demand for unskilled workers of approximately 60,000 at V-E Day, requirements have steadily declined and by January 24, only 9,340 workers were needed. The labour supply, however, has steadily increased; at January 24, there were 75,590 applicants registered as unskilled workers. Over half of these are classified as light labour, including many elderly or handicapped workers who had greatly aided the war effort but are not easily placed in peace-time industries. In the Quebec region, particularly, unskilled workers were in excess but this situation should be considerably relieved with the completion of many of the industrial projects now underway.

Female

Contrary to the downward trend in female labour requirements evident since V-E Day, unfilled vacancies increased considerably during the month to total 30,004 at January 24.

This rise was due mainly to the increase in the demand for experienced textile workers and general factory hands. The number of unplaced female applicants, totalling 42,940 at January 24, was 24 per cent higher than the number reported at December 21; the Prairie Region accounted for more than one-third of this increase.

Clerical and Sales Workers

Applicants seeking clerical work rose by approximately 33 per cent during January but only a slight increase was evident in the demand for these workers. At January 24, there were 8,884 applicants available while unfilled vacancies at that time totalled only 3,854. Employment offices are experiencing considerable difficulty in securing suitable applicants for the jobs available; many of the applicants lack the qualifications which employers are now requesting. Many sales workers who had secured temporary employment during the Christmas season have re-entered the labour market and by January 24, the supply was approximately five times the number of vacancies reported.

Service Workers

With the easier labour market, the long under-staffed service industries have gradually been relieved. At January 24, there were 6,226 workers to fill the 8,208 vacancies listed; a surplus of service workers was evident in the Pacific Region but this was offset by a considerable shortage in Ontario. Available supply is approximately equal to the demand in all the service trades with the exception of domestic service. At January 24, the demand for domestic servants accounted for over 40 per cent of the female service workers required; applicants, however, are still reluctant to accept this type of work. The

TABLE I—UNFILLED VACANCIES AND UNPLACED APPLICANTS BY OCCUPATION AND BY SEX, AS AT JANUARY 24, 1946 (excluding Agriculture)

Occupational Group	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,411	398	1,809	6,189	689	6,878
Clerical Workers.....	1,412	3,854	5,266	11,330	8,884	20,214
Sales Workers.....	2,732	1,114	3,846	7,199	5,477	12,676
Service Workers.....	1,578	8,208	9,786	8,913	6,226	15,139
Fishermen.....	40		40	339		339
Skilled and Semiskilled Workers.....	36,204	9,377	45,581	67,959	8,188	76,147
Food and Kindred Products.....	283		283	1,060		1,060
Textile and Clothing, etc.....	1,128	6,803	7,931	820	2,351	3,171
Lumber and Wood Products.....	23,975		23,975	2,945		2,945
Electrical.....	245		245	2,475		2,475
Mining.....	1,618		1,618	649		649
Construction.....	2,195		2,195	13,706		13,706
Metalworking.....	1,917	146	2,063	16,734	1,975	18,709
Other Skilled and Semiskilled Workers.....	4,843	2,428	7,271	29,570	3,862	33,432
Unskilled Workers.....	9,340	7,053	16,393	75,590	13,476	89,066
Total.....	52,717	30,004	82,721	177,519	42,940	220,459

institution of Home Aide courses in many of the larger centres has relieved this situation to some extent.

Skilled and Semi-skilled Workers

The downward trend in the demand for female skilled and semi-skilled workers apparent since the cessation of hostilities has

been reversed during the past two months. During January, demand increased by approximately one-quarter to total 9,377 at January 24. The number of female applicants registering as skilled or semi-skilled workers also increased and at January 24 totalled 8,188. At January 24, more than 70 per cent of the demand in this group was for experienced

TABLE II—UNFILLED VACANCIES AND UNPLACED APPLICANTS BY MONTH
(excluding Agriculture)

Date	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
Jan. 21, 1944	107,814	42,445	150,259	43,911	27,863	71,774
Jan. 19, 1945	86,507	40,004	126,511	50,227	30,052	80,279
Feb. 23	81,070	40,177	121,247	55,713	33,587	89,300
Mar. 23	89,351	42,915	132,266	54,049	29,011	83,060
Apr. 20	127,370	51,969	179,339	51,560	26,555	78,115
May 25	121,046	51,811	172,857	44,971	24,384	69,355
June 22	117,886	45,775	163,661	53,170	23,101	76,271
July 20	114,067	39,808	153,875	56,005	22,746	78,751
Aug. 24	108,013	43,153	151,166	60,121	23,058	83,179
Sept. 21	112,428	41,276	153,704	92,411	30,602	123,013
Oct. 19	104,556	32,250	136,806	106,085	34,062	140,147
Nov. 23	72,236	28,968	101,204	134,238	37,830	172,068
Dec. 21	53,515	26,026	79,541	150,583	34,691	185,274
Jan. 24, 1946	52,717	30,004	82,721	177,519	42,940	220,459

TABLE III—UNFILLED VACANCIES BY INDUSTRY AND BY SEX, AS AT JANUARY 24, 1946
(excluding Agriculture)

Industry	Male	Female	Total	Change from December 20, 1945	
				Absolute	Percentage
Logging—					
Pulpwood	17,451	10	17,461	+ 682	+ 4.1
Lumber	5,259	13	5,272	+ 154	+ 3.0
Other Logging	809	2	811	- 193	-19.2
Total	23,519	25	23,544	+ 643	+ 2.8
Mining and Manufacturing—					
Coal Mining	1,255	3	1,258	- 51	- 3.9
Base Metal Mining and Primary Smelting and Refining—					
Iron and Steel	105	24	129	- 12	- 8.5
Nickel	12	1	13	+ 11	
Other Base Metals	550	2	552	- 179	- 24.5
Other Mining and Oil Producing	1,054	21	1,075	- 8	- 0.7
Aircraft and Parts	74	164	238	+ 37	+ 18.4
Shipbuilding and Repairs	396	9	405	+ 100	+ 19.8
Guns and Ammunition	69	48	117	- 51	- 30.4
Mechanical Transport and Armoured Fighting Vehicles	215	46	261	+ 158	+153.4
Secondary Metal Industries (excluding Machinery and Equipment)	1,129	343	1,472	+ 270	+ 22.5
Electrical Machinery and Equipment	205	365	570	+ 160	+ 39.0
Other Machinery and Equipment	840	196	1,036	+ 38	+ 3.8
Chemicals and Non-Metallics	747	511	1,258	+ 79	+ 6.7
Food Processing	837	894	1,731	+ 31	- 1.8
Textiles and Products	1,756	8,859	10,615	+ 2,049	+ 23.9
Wood Products	2,124	260	2,384	+ 243	+ 11.3
Pulp and Paper	857	348	1,205	+ 251	+ 26.3
Rubber and Leather	588	1,785	2,373	+ 587	+ 32.9
Other Manufacturing	1,151	1,730	2,881	+ 566	+ 24.4
Total	13,964	15,609	29,573	+ 4,017	+ 15.7
Construction	3,409	44	3,453	- 1,270	- 26.9
Transportation	1,967	100	2,067	- 6	- 0.3
Other Public Utilities	503	416	919	+ 58	+ 6.7
Public and Professional Service	1,406	2,152	3,558	- 645	- 15.3
Trade, Finance and Other Service	8,200	11,502	19,702	+ 239	+ 1.2
Grand Total	52,968	29,848	82,816	+ 3,036	+ 3.8

textile workers but less than one-third of the applicants were seeking this type of employment. Sewing machine operators were particularly in short supply. In spite of the fact that local offices have persuaded many women released from war plants to enter the textile mills or one of the service groups, there remains a considerable surplus of metalworkers. Laundry workers were urgently needed throughout Canada but few qualified applicants were available.

Unskilled Workers

At January 24, approximately 30 per cent of the female applicants were unskilled. Although vacancies for this type of work increased during January, demand was little more than half the available supply. In Ontario, particularly, there was an excess supply, but this should be greatly relieved during the spring with the increase of industrial activity.

Regional Analysis

The Regional analysis which follows is based on semi-monthly reports received from Local Employment Offices across Canada. The report covers employment conditions during the month ended January 22, 1946.

Maritime Region

Woods Operations.—There are 1,500 woodsmen needed in the Maritimes, mostly for the New Brunswick pulpwood camps. However, experienced loggers can be easily placed in any part of Nova Scotia and New Brunswick, as well as a limited number of inexperienced men in some areas.

Contractors are taking advantage of favourable weather conditions for maximum production of pitwood (for export and local trade), pulpwood, long lumber and fuelwood. An unusually long yarding season has prolonged pulpwood cutting in the Minto area, and local farmers are meeting the demand for loggers. About 140 skilled woodworkers can still be placed in the Moncton section, and the demand in the Fredericton district continues.

The Liverpool office cannot find enough local applicants to meet orders for about 150 bushmen, and the Amherst office has placed orders for 70 woodworkers in first zone clearance.

Coal Mining.—Production is expected to increase gradually as ex-coal miners return from the armed forces. Reinstatements in the Sydney collieries have reduced vacancies for certificated miners to 350, and a further reduction is expected within the next several months as ex-miners continue to return.

Almost all regular miners of the Minto area now are working in the coal fields, and shaft production is as high as can be expected until more certificated men are available, or new applicants qualify for certificates. One hundred skilled men are still needed in the Chipman and Minto areas.

Manufacturing.—Lay-offs are still in progress in some Maritime factories. The Maritime Pant Manufacturing Company of Amherst laid off 140 employees temporarily, pending receipt

of cloth to complete an overseas order, and 30 men were released when the Fundy Bay Manufacturing Company closed for three months, for reconversion. The woollen mills at New Glasgow have changed hands, but the new owners will continue yarn manufacture.

There is little demand for unskilled labour in Halifax, but positions are open for trained workmen. The shipyards have sufficient repair orders on hand to keep their staff busy for some time to come but are having difficulty in finding enough skilled men to finish rush jobs. Shipbuilding at Liverpool is hampered by a shortage of steel workers; about 20 have been placed recently, but another 30 must be hired before other tradesmen can be placed.

The opening of the dehydration plant at Summerside has reduced female unemployment in that area, but the number of idle men is mounting steadily. Clearance orders for 60 girls needed in the Truro textile mills have been filled, but another 60 are required. Applicants are also being referred on the clearance orders of Windsor textile plants, but the requirements of the cotton mill at Milltown cannot be met until suitable housing accommodation is available.

Construction.—Adverse weather and shortage of building materials have slowed construction programs throughout the region, and some projects have been postponed until spring. There is a surplus of applicants in all but the bricklaying and plastering trades. Although more than 1,000 men are seeking employment as carpenters, highly skilled men can still be placed.

Ex-servicemen.—Many members of the armed forces are returning to their peacetime employment in the collieries and numerous reinstatements are being made in other industries. There are, however, still many ex-servicemen for whom no suitable jobs are open.

Quebec Region

Woods Operations.—Most of the men who left the bush for the holidays have returned, and many camps are filled to capacity.

Many experienced loggers have responded to the intensive publicity campaign for bushworkers, conducted throughout the province, but the inexperienced applicants are hard to place.

The demand for bushworkers is still heavy, especially in the Lake St. John and La Tuque areas. Operators in the Dolbeau area could absorb an additional 1,000 loggers, and Port Alfred and Roberval could each utilize another 350. At least 2,400 bushmen can still be placed in the La Tuque area, and there is also a large demand at Mont Laurier and Campbell's Bay.

Every effort is being made to recruit bushworkers through the Montreal office, which reports an increase of applicants to about 150 weekly. Few men are available to meet requirements in the Matane area, where operators are unwilling to engage many applicants on a day-to-day basis.

Mining.—Some Quebec operations are still seriously handicapped by the shortage of experienced miners. The working strength of the industry is being gradually increased, but lack of housing accommodation is still a serious handicap. One Rouyn company, which has bunkhouse facilities, has sent a recruiting representative to Montreal to canvass for miners.

Manufacturing.—The Christmas and New Year's slowdown affected both employment and production in all parts of the province, and disturbed labour conditions in the United States have also had a hampering effect. The American steel strike has reduced hiring in Montreal shipyards and car shops, and other employers of heavy labour are delaying until the dispute is settled.

A number of lay-offs occurred during the month. The Angus Shops of the C.P.R. laid off 100 labourers, because rolling stock which would normally be in the shops for repairs is being kept in use for troop transportation. The Quebec City arsenals have continued their staff reductions at a weekly rate of about 100 persons, of whom 75 are women. The Aluminum Company of Canada released 125 men from the Shawinigan Falls plant, but no further lay-offs are expected to follow. Staff reductions at the company's Arvida potrooms also are completed and 135 men have been hired for one potroom which is about to resume operations.

During the last few weeks several new projects have gone into production, while other established firms have completed their reconversion activities. As soon as materials and labour are available, there will be still greater activity in the province's primary

textile plants, clothing factories, and kindred industries.

Construction.—The customary seasonal lull, together with a serious shortage of building supplies, has created a surplus of construction labour of all types, except bricklayers and plasterers. Less urgent projects for which building permits have been issued are being postponed until the shortage of these skilled tradesmen and of materials can be overcome.

Work on the Chicoutimi-Laterrière-Quebec highway was resumed after the holidays and 200 workmen are back on the job.

Ex-Servicemen.—The number of unemployed is mounting, while the rate of placements remains stationary. However, about 200 special orders for ex-servicemen were listed during the first two weeks of the special campaign conducted by the Montreal Employers' Council. Most of these openings do not call for any particular skill. Some training-on-the-job opportunities for discharges have also been found.

Ontario Region

Woods Operations.—Mild weather and lack of snow prolonged the cutting, but hauling has recently begun. Another 2,700 bush workers are needed to finish the season satisfactorily. Operators have agreed to hire about 2,000 unskilled men, but the other 700 must be trained woodsmen of various types. An intensive advertising campaign is under way and payment of transportation from all Ontario points should stimulate recruiting.

The heaviest demand for bush labour comes from the Cochrane and Kapuskasing areas, where more than 800 men, skilled and unskilled, can be absorbed by the big companies, in addition to the demand of many other local contractors for more haulers. Cutters are less urgently needed at Timmins than earlier in the season, but teamsters and loaders are in great demand. The leading pulp producers in the district still call for more than 1,500 bushmen of all types.

Pulpwood operators are trying to find as many year-round cutters as possible, to meet the constantly increasing demand for raw pulp and for newsprint. The building of several large pulp and paper mills in Ontario during the coming year will add to this rising demand.

Hard Rock Mining.—Dearth of development during the war years is still affecting the mining field. Lack of materials and uncertainty as to the number of men to return from the armed forces have also hampered production, and no immediate increase is foreseen.

Experienced rock drillers are needed for the gold mines at Kirkland Lake, but there are no vacancies for beginners. No inexperienced

men are being hired in the Timmins area, and skilled applicants more than meet current requirements. Several hundred miners of the district are still to be discharged from the armed forces.

Neither surface nor underground labour is required for the nickel operations at Sudbury, where the Falconbridge Nickel Company is laying off about 200 employees.

Manufacturing—The employment picture varies greatly in different industrial centres. Plant expansion is proceeding rapidly in some cities, while in others, reconversion plans are seriously hampered by the current shortage of materials. The steel strike in the United States has been a further setback to production. To offset the loss of American steel, the Dominion Government has urged an intensive effort to increase output in Canadian plants.

Some mass lay-offs occurred during the last month. Although all employees affected by the dispute between the Ford Motor Company and Local 200 U.A.W.-C.I.O. of Windsor were recalled in late December, several hundred of these workers have since been laid off temporarily. Many others have been released for an indefinite time by Chrysler Corporation of Canada, Gar Wood Industries, and the Long Manufacturing Company, also of Windsor. Meantime, about 225 of the 500 employees released by Gotfredson's Company a few months ago have been reinstated.

The almost complete shutdown of the General Motors factory in Oshawa has created a serious unemployment situation in that area.

Although the output of cast-iron soil pipe is increasing materially, the Ontario foundries are all well staffed except in the Galt area, where there is still a shortage of labour. The demand for moulders is declining throughout the region, but the call for this type of workers still comprises 30 per cent of the total orders for metal working tradesmen. A campaign is under way to fill outstanding clearance orders for about 150 moulders, of whom 40 are needed by one Brantford company.

The textile industry in general has increased its labour demands at a rate which reflects the rapidity of reconversion. A slight upswing in placements has been accompanied by a rise in labour turnover, and the demand for women and girls is still strong. Textile plants in London, Toronto, Brampton, Goderich, Perth, and St. Thomas have many vacancies. One rubber company in Kitchener has recruited girls from the North Bay and Sudbury areas, and will hire more as soon as housing accommodation can be arranged. Another Kitchener firm is still calling for 100 female workers.

Construction—Weather conditions throughout the region—and favourable in western Ontario—have been favourable but the short-

age of materials is still delaying many projects. A few plasterers and tile-setters, as well as experienced plumbers, are still needed, but the most urgent call is for bricklayers. Progress on the Sunnybrook Hospital has been held up by the need for at least 20 of these tradesmen, and other building projects in the Toronto area require an additional 50. The demand is also heavy at Hamilton, St. Catharines, Marathon, and Kapuskasing. A special appeal made to all local unions throughout the province, and as far west as Winnipeg, has met with no response. Experienced trim carpenters are also in very short supply.

Ex-Servicemen—Discharges from the armed forces—especially from the Army—are again mounting, but to date the region is absorbing 50 per cent of the initial discharges. In the Greater Toronto area, there were more than 6,600 veterans of both World Wars unplaced at January 19, an increase of 500 over the week previous.

While employers are ready and willing to employ as many ex-servicemen as they can place, production is held up by lack of materials and by industrial disputes in the United States.

Prairie Region

Woods Operations—Hauling operations will soon be in full swing in northwestern Ontario, and there has been a marked increase in the demand for teamsters, loaders, and other hauling labour, as well as for cutters. About 480 pulp cutters are needed in the Port Arthur area, and more will be required as new camps open. While pulp hauling operations are fairly well manned, licensed scalers, blacksmiths, and cooks are still hard to find. The number of men entering the woods has increased in the last two weeks, and the offer of transportation expenses to suitable applicants should be a further attraction.

Small operators in the Fort Frances area are still calling for piece-makers, and unfilled orders of larger operators remain at the 400 level. Recently there has been a strong demand for dam builders, truck helpers, saw filers, tractor drivers, and blacksmiths.

While there has been little change in labour demand in Manitoba, many more bushmen are being placed. Saskatchewan offices report that logging labour requirements are light, except for a heavy demand in the Prince Albert area. Some progress has been made in reducing the number of vacancies in Alberta, where there was a drop of almost 500 orders between January 4 and January 17. Applicants in the Calgary area are being sent to the Pacific Coast on clearance orders. Orders on file in the Red Deer area have increased and operators are willing to take inexperienced men fit for heavy

outside work. The shortage persists at Edmonton, the few transfers-in falling far short of the demand.

Coal Mining—Certificated miners are still needed for most of the Prairie collieries, and until such skilled labour is found very few unskilled workers can be hired. Former coal miners from the armed forces are returning to Drumheller and other mining districts, relieving the shortage, but housing accommodation for men from outside points is still a major problem.

Hard Rock Mining—The seasonal lull in mining activity has lessened labour requirements of most operators, but skilled miners are still needed. The Port Arthur Office reports a shortage of experienced machine operators in the Geraldton area, and a demand for miners, muckers and bushmen from the Patricia district. In spite of continued prospecting activity in the Red Lake area, only experienced underground workers are needed at Kenora.

Manufacturing—There are few orders for general industrial labour and some lay-offs are still in progress. The termination of the seasonal rush in the packing plants has resulted in the release of many workers in Winnipeg, Regina, Edmonton, Calgary, and other western centres. Members of the armed forces on industrial leave, who were included in the lay-offs, have returned to their military districts. The sugar factories are also concluding their seasonal operations and releasing staff.

The Port Arthur Shipbuilding Company is still releasing small groups of employees from time to time, and its present labour needs are limited to a few skilled tradesmen. The United States steel strike is slowing production in the Port Arthur shipyard and the car shops at Fort William.

Construction—While unfavourable weather and shortage of materials have caused a drop in employment throughout the industry, there are still more men working on building projects in the region than in any winter before the war. Lay-offs of building tradesmen in Winnipeg are more frequent, but an occasional skilled worker is needed. At Lethbridge, too, skilled finishing carpenters and other qualified tradesmen are in demand. At Red Deer, however, workmen are being released, and the Calgary office has still about 200 men registered for employment.

The Regina office has orders on hand for 300 grain elevator construction and repair men, to be filled at the beginning of April.

Ex-Servicemen—Many ex-service personnel are being placed in skilled and semi-skilled

types of work, and some in labouring jobs, which are less popular owing to the temporary nature of the work. Reinstatements continue at a satisfactory rate, and many ex-servicemen who have not yet been taken back by their former employers will return when operations are resumed in the spring.

Pacific Region

Wood Operations—In spite of bad weather, activity has increased gradually since the end of the holiday season. Because of the deep snow, many camps on the Pacific Coast will not resume operations until the end of January, while some of the larger companies will not be in full production until the beginning of March. Few of the men applying for woodwork in Vancouver have sufficient experience for responsible positions, but many semi-skilled applicants are being referred to the logging camps. The Victoria office has very few orders for bush labour but applicants are mounting steadily.

Heavy snows are also hampering operations in many parts of the interior, and one pit-prop operator at Greenwood was forced to lay off 30 Japanese workers on this account. Local applicants are filling all orders for general labour in the Prince George area (also affected by snow conditions) but it is still difficult to find such skilled woodsmen as fallers and buckers.

Sawmills—Many of the mills which closed for the holidays and the seasonal overhaul are resuming operations. The increased supply of logs is speeding production. The 80 men laid off by the Mohawk Lumber Company of New Westminster early in December have returned to work. The biggest sawmill in the district has taken on numerous extra workers, and will increase its staff still further as soon as the existing shortage of construction millwrights and boommen has been overcome. Another operator has placed an order for 25 extra labourers.

The Victoria office has many applicants, but only skilled mill workers are needed. One large local company has resumed operations and most of its former employees have returned. Sawmills in the Duncan area, unaffected by bad weather, are all fully staffed, and all portable mills in the Prince George section are in full production.

Coal Mining—Certificated coal miners are still urgently needed in all but the Telkwa field, where one large colliery remains closed and others are well-manned. A few miners are coming into the province from outside points, and the over-all employment picture is improving.

Crow's Nest Pass collieries are calling for skilled men, but are fairly well supplied with underground labour. The Nanaimo office is finding it difficult to fill an order for 70 certificated men.

Hard Rock Mining.—The manpower situation in the base metal mines is improving steadily as development work permits an increase in production. The chief need of the gold mines is for experienced miners and timbermen, but present requirements are limited by the delay in development operations on most of the larger properties.

The Vancouver office has orders for experienced timbermen and underground trackmen, whose engagement will lead to the employment of many unskilled labourers. One mining company at Wells needs many more experienced miners and muckers before full production is possible.

Manufacturing.—There are few vacancies in the larger industrial centres; most of the openings listed are at outside points. The number of unREFERRED applicants is mounting and vacancies are quickly filled. Fruit and vegetable processing plants are quiet and the salmon canneries and fish processing factories are just beginning their busy season.

The Vancouver and Victoria shipyards are quiet. Many men formerly engaged in ship-building are idle, and there are no vacancies at present for applicants with these wartime skills. Employment in the foundries remains at the usual level, and any vacancies occurring are easily filled.

Construction.—Building is retarded by adverse weather and the shortage of materials, but there is prospect of employment for many men when the industry is again active. In some sections the lack of housing accommodation is a major problem.

The Vancouver office is having difficulty in meeting demands for skilled workmen of all types, but has a surplus of semi-skilled workers and labourers. In Victoria there are few openings for the many carpenters and labourers seeking jobs.

Ex-Servicemen.—New applications for employment dropped from 8,550 to 6,970 during December, and there were 3,780 placements, as compared with 4,850 in the previous month. Except in Vancouver, Victoria and New Westminster, the employment picture is satisfactory for this season of year.

Applications for Employment; Vacancies and Placements, December, 1945

THE volume of business transacted by the National Employment Service Offices of the Unemployment Insurance Commission during the four weeks November 30 to December 27, 1945, showed losses in the average daily placements of 35 per cent and 34 per cent respectively when compared with the previous period November 2 to November 29, 1945, and with the four weeks December 1 to December 28, 1944. In comparison with the four weeks in November, all industrial groups recorded declines the most noteworthy being in manufacturing, forestry and logging, construction, trade and services. When compared with the four weeks in December, 1944, small gains were noted in construction, mining and agriculture and a negligible increase in fishing, hunting and trapping but all other industrial divisions registered losses, the greatest being in manufacturing, forestry and logging, services and trade.

The accompanying chart shows the trend of employment since January, 1942, as represented by the ratios of vacancies notified and of placements effected for each one hundred applications for work registered at

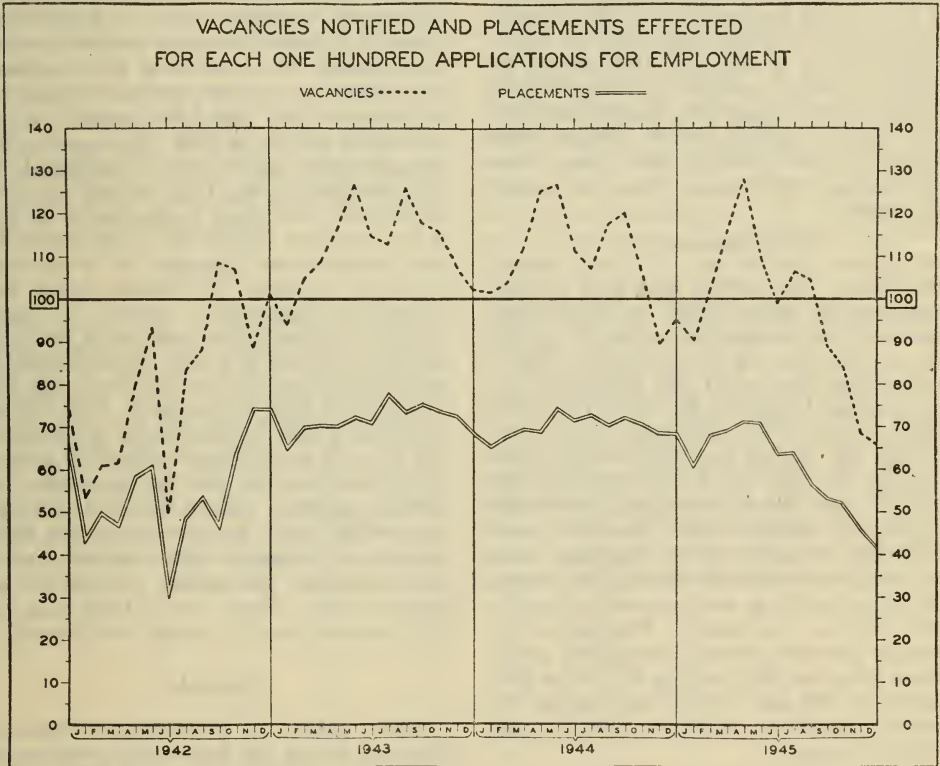
Employment Offices throughout Canada. It will be seen from the graph that the trends of the curves of both vacancies and placements in relation to applications followed downward courses, the ratio of vacancies to each one hundred applications being 66.4 during the four weeks November 30 to December 27, 1945, in contrast with 68.4 in the preceding four weeks and 95.4 during the four weeks ending December 28, 1944. The ratio of placements to each one hundred applications during the period under review was 42.4 compared with 46.8 for the previous four weeks and 68.1 during the four-week period in December, a year ago.

The average number of vacancies reported daily by employers to the offices throughout Canada during the four weeks November 30 to December 27, 1945, was 4,795, compared with 6,897 during the preceding four weeks and 6,506 during the four weeks ending December 28, 1944. The average number of applications for employment received daily by the offices during the four weeks in December, 1945, was 7,220, in comparison with 10,083 during the previous four weeks ending

November 29, and 6,823 in the corresponding period a year ago. The average number of placements made daily by the offices from November 30 to December 27, was 3,067, of which 2,901 were in regular employment and 166 in work of one week's duration or less, compared with a total daily average of 4,725 during the preceding four weeks. Placements during the four weeks December 1 to December 28, 1944, averaged 4,649 daily, consisting of 4,489 in regular and 160 in casual employment.

placements effected, while during the four weeks December 1 to December 28, 1944, there were recorded 149,643 vacancies, 156,930 applications for work and 106,916 placements in regular and casual employment.

During the year 1945, the offices throughout Canada reported 2,421,248 vacancies, 2,516,984 applications and 1,493,581 placements in regular and casual employment, a reduction in placements of 14.2 per cent compared with the year 1944.



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During the four weeks ending December 27, 1945, the offices referred 87,368 persons to vacancies and effected a total of 70,547 placements; of these the placements in regular employment were 66,730, of which 54,411 were of males and 12,319 of females, while placements in casual work totalled 3,817. The number of vacancies reported by employers was 80,566 for males and 29,709 for females, a total of 110,275, while applications for work numbered 166,070, of which 135,928 were from males and 30,142 from females. Reports for the four-week period November 2 to November 29, 1945, showed 165,536 vacancies notified, 241,984 applications made and 113,390

The following table gives the placements effected by the offices, each year, from January, 1935, to date:—

YEAR	PLACEMENTS		
	Regular	Casual	Totals
1935.....	226,345	127,457	353,802
1936.....	217,931	113,519	331,450
1937.....	275,300	114,236	389,536
1938.....	256,134	126,161	382,295
1939.....	242,962	141,920	384,882
1940.....	320,090	155,016	475,106
1941.....	316,168	191,595	507,763
1942.....	809,983	85,638	895,621
1943.....	1,890,408	53,618	1,944,026
1944.....	1,693,119	46,798	1,739,917
1945.....	1,445,692	47,889	1,493,581

Nova Scotia and Prince Edward Island

Opportunities for employment as reported by National Employment Service Offices in Nova Scotia and Prince Edward Island during the four weeks terminating December 27, 1945, numbered 214 daily compared with 267 in the previous period and 241 during the four weeks terminating December 28 a year ago. Placements registered a daily average of 139, in contrast with 192 in the preceding period and 179 during the four weeks December 1 to December 28, 1944. Moderate decreases in manufacturing, public utilities operation, trade, and forestry and logging were the only changes of importance in placement, from the corresponding period a year ago. Placements by industrial groups numbered: manufacturing 844; services 760; trade 524; construction 435; public utilities operation 317; forestry and logging 162, and mining 109. There were 2,297 men and 733 women placed in regular employment.

New Brunswick

The demand for workers on a daily average as indicated by orders listed at Employment Offices in New Brunswick during the period under review, was 166 compared with 242 in the preceding four weeks and 349 during the period ending December 28, 1944. There was a daily average of 106 placements in comparison with 148 during the four weeks ending November 29, and 149 in the corresponding period of 1944. When comparing placements by industrial divisions with the four weeks terminating December 28 a year ago, there were moderate declines in forestry and logging, trade, manufacturing, services, and a gain in public utilities operation. Placements by industries included: manufacturing 523; public utilities operation 481; services 471; trade 403; construction 268, and forestry and logging 187. Regular placements numbered 1,946 of men and 410 of women.

Quebec

Positions offered through Employment Offices in the Province of Quebec during the four weeks ending December 27, 1945, averaged 1,252 daily in comparison with 1,787 in the preceding period and 2,044 during the four weeks terminating December 28 a year ago. The average number of placements affected daily was 510 in contrast with 896 in the previous period and 1,412 during the four weeks December 1 to December 28, 1944. With the exception of a moderate increase in mining and a small gain in construction, placements were less numerous in all industrial groups than during the corresponding period ending December 28 a year ago. The most

marked reductions being reported in forestry and logging, and manufacturing, followed by substantial losses in services, public utilities operation and trade. Industrial divisions in which the majority of placements were effected were: manufacturing 3,897; construction 2,154; services 1,696; forestry and logging 1,410; trade 1,067; mining 711, and public utilities operation 654. Placements in regular employment numbered 9,595 of men and 1,914 of women.

Ontario

There was a decrease in the average number of positions available daily at Employment Offices in Ontario during the period terminating December 27, there being 1,915 compared with 2,900 in the four weeks November 2 to November 29, and 2,500 during the corresponding period of 1944. Placements, likewise, decreased under both comparisons, the daily average being 1,353 during the four weeks under review, in comparison with 2,107 in the previous period and 1,808 during the four weeks ending December 28 a year ago. A heavy reduction in manufacturing augmented by substantial declines in trade, forestry and logging, services, and a loss much smaller in volume in public utilities operation accounted for the decrease in placements from the period ending December 28, 1944. Of the remaining groups, a substantial improvement was noted in construction. Industries in which employment was secured for more than 500 workers included: manufacturing 11,263; services 5,920; trade 4,010; construction 3,513; forestry and logging 2,579; public utilities operation 2,304; mining 853, and finance and insurance 533. There were 24,936 men and 5,167 women placed in regular employment.

Manitoba

Orders listed at Employment Offices in Manitoba during the four weeks under review, called for a daily average of 233 workers, compared with 360 in the preceding period and 301 during the four weeks ending December 28 a year ago. Placements showed a daily average of 186 in contrast with 282 in the previous period and 219 during the four weeks terminating December 28, 1944. When comparing placements by industrial divisions with the period December 1 to December 28 a year ago, the most significant changes were moderate losses in manufacturing, services, trade and public utilities operation and a gain in construction. Placements by industries included: services 1,123; trade 1,097; manufacturing 834; construction 482, and public utilities operation 364. Regular placements numbered 2,327 of men and 1,157 of women.

Saskatchewan

Employment opportunities as indicated by orders received at Offices in Saskatchewan during the period November 30 to December 27, showed a daily average of 132 workers, in comparison with 195 in the preceding four weeks and 154 during the period ending December 28, 1944. The average number of placements recorded daily was 98, in contrast with 150 during the previous four weeks and 119 in the period ending December 28 a year ago. Except for small increases in construction and agriculture, all industrial groups recorded decreases in placements from the corresponding four weeks of 1944, the greatest reductions being in forestry and logging, services and trade. Placements by industrial divisions included: services 758; trade 470; manufacturing 413; public utilities operation 230; construction 127, and forestry and logging 102. There were 1,443 men and 442 women placed in regular employment.

Alberta

Orders received at Employment Offices in Alberta during the four weeks under review, called for an average of 293 workers daily compared with 356 in the period terminating November 29, and 324 during the corresponding four weeks of the previous year. There was a daily average of 219 placements in comparison with 308 in the preceding period and 253 during the four weeks ending December 28 a year ago. Reductions in placements from the period terminating December 28,

1944, took place in trade, services, and public utilities operation, and increases in forestry and logging, and agriculture all of which were moderate in volume. Placements by industries numbered: services 1,281; manufacturing 888; forestry and logging 686; trade 640; public utilities operation 475; construction 471; mining 331, and agriculture 200. There were 3,778 men and 798 women placed in regular employment.

British Columbia

During the period terminating December 27, 1945, the daily average of positions offered through Employment Offices in British Columbia was 589, compared with 790 in the previous four weeks and 594 during the period terminating December 28 a year ago. Placements showed a lower average during the four weeks under review, being 458 daily in contrast with 642 in the preceding period and 510 during the four weeks December 1 to December 28, 1944. Placements in manufacturing were considerably fewer than during the corresponding period a year ago, and smaller losses were reported in trade, services and public utilities operation. These declines were partly offset by improvement in all other industries, the highest of which was in construction. Industrial divisions in which most of the placements were effected were: services 2,513; manufacturing 2,199; trade 1,591; construction 1,528; forestry and logging 1,096; public utilities operation 976, and mining 376. Placements in regular employment numbered 8,089 of men and 1,698 of women.

REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS
NOVEMBER 30 TO DECEMBER 27, 1945

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Prince Edward Island	382	192	760	413	270	22	1,132
Charlottetown.....	185	117	429	214	123	20	774
Summerside.....	197	75	331	199	147	2	358
Nova Scotia	4,541	2,601	5,862	3,439	2,760	150	8,069
Amherst.....	199	15	325	197	185	.....	769
Bridgewater.....	26	28	228	21	22	.....	227
Dartmouth.....	52	29	149	40	33	.....	120
Digby.....	63	133	98	17	19	.....	175
Glace Bay.....	63	164	329	103	105	.....	628
Halifax.....	1,697	983	1,625	1,224	810	17	1,429
Inverness.....	18	0	59	19	20	.....	71
Kentville.....	427	420	260	89	43	13	256
Liverpool.....	375	181	309	255	225	.....	378
New Glasgow.....	472	67	727	482	394	72	1,375
New Waterford.....	277	225	108	62	56	.....	214
North Sydney.....	63	18	124	65	68	.....	185
Pictou.....	45	8	148	52	43	.....	433
Springhill.....	4	3	40	2	2	.....	84
Sydney.....	394	87	610	393	333	42	900
Sydney Mines.....	33	8	97	42	37	.....	221
Truro.....	179	181	316	172	147	6	282
Yarmouth-Shellburne.....	154	51	310	174	218	.....	322
New Brunswick	3,824	2,845	4,610	2,774	2,356	71	4,812
Bathurst.....	219	264	253	30	23	.....	406
Campbellton.....	269	309	364	111	81	9	403
Edmundston.....	191	120	232	92	96	.....	183
Fredericton.....	184	237	124	112	67	4	133
Minto.....	123	149	137	118	134	.....	50
Moncton.....	892	533	1,421	689	576	51	1,571
Newcastle.....	24	20	83	14	20	.....	236
Saint John.....	1,632	706	1,725	1,423	1,181	5	1,556
St. Stephen.....	107	237	93	63	58	.....	97
Sussex.....	86	93	78	52	51	2	56
Woodstock.....	97	177	100	70	69	.....	121
Quebec	28,797	35,492	51,363	16,466	11,509	211	67,699
Acton Vale.....	25	47	97	23	36	.....	101
Asbestos.....	78	86	110	63	52	.....	124
Baie St. Paul.....	32	308	171	28	20	2	289
Beauharnois.....	98	65	164	56	62	.....	341
Buckingham.....	318	320	146	40	47	.....	383
Campbell's Bay.....	216	173	23	10	9	.....	20
Causapscal.....	520	515	79	17	13	3	114
Chandler.....	3	442	80	3	3	.....	182
Chicoutimi.....	2,218	2,562	896	249	222	.....	1,190
Coaticook.....	248	50	325	170	322	.....	71
Cowansville.....	57	46	87	56	60	.....	48
Dolbeau.....	972	1,223	85	17	20	.....	78
Drummondville.....	276	499	479	363	277	.....	791
East Angus.....	42	50	174	95	82	.....	168
Farnham.....	59	36	74	36	35	.....	57
Granby.....	165	262	359	137	148	.....	234
Hull.....	542	537	1,023	512	431	.....	794
Joliette.....	277	527	669	314	234	.....	951
Jonquiere.....	142	91	547	143	91	.....	1,276
Lachute.....	106	75	639	116	77	.....	260
La Malbaie.....	80	344	121	31	40	.....	240
La Tuque.....	393	1,366	107	87	221	.....	167
Levis.....	326	269	595	167	104	.....	2,754
Louiseville.....	77	19	282	79	70	.....	293
Magog.....	91	49	149	121	80	.....	165
Matane.....	598	956	154	94	93	.....	130
Megantic.....	167	74	222	151	154	.....	125
Mont Laurier.....	22	363	70	52	77	.....	56
Montmagny.....	214	14	616	227	241	.....	428
Montmorency.....	28	10	211	18	18	.....	524
Montreal.....	9,444	12,487	26,736	5,881	2,728	100	30,544
Plessisville.....	46	55	65	22	22	.....	74
Port Alfred.....	192	215	315	139	66	.....	290
Quebec.....	1,576	1,530	4,964	1,245	791	54	11,271
Richmond.....	54	59	82	50	38	2	59
Rimouski.....	2,053	1,498	608	490	467	.....	519
Riviere du Loup.....	554	524	386	30	29	.....	596
Roberval.....	180	3,315	115	49	54	.....	98
Rouyn.....	1,196	1,338	623	827	339	.....	508
Ste. Agathe.....	240	190	165	151	138	.....	48
Ste. Anne de Bellevue.....	64	20	223	28	23	.....	210
Ste. Therese.....	273	239	416	246	241	.....	444
St. Georges de Beauce.....	85	43	177	107	105	.....	175

REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS
 NOVEMBER 30 TO DECEMBER 27, 1945—Continued

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Quebec—Concluded—							
St. Hyacinthe.....	199	174	367	198	151	1	389
St. Jean.....	367	233	900	382	242		266
St. Jerome.....	310	257	368	134	118		398
St. Joseph d'Alma.....	360	171	383	238	231		305
Shawinigan Falls.....	150	94	535	155	136		1,590
Sherbrooke.....	673	321	873	525	393	42	672
Sorel.....	254	24	790	249	255		2,460
Thetford Mines.....	197	74	423	213	174		415
Three Rivers.....	543	467	1,432	471	438	7	2,928
Val d'Or.....	729	394	794	577	486		229
Valleyfield.....	354	248	606	383	337		646
Victoriaville.....	314	174	263	201	168		202
Ontario.....	44,055	25,531	57,885	37,313	30,103	1,012	58,521
Arnprior.....	51	231	93	82	84		18
Barrie.....	182	67	241	172	145		246
Belleville.....	299	169	432	319	236		428
Bracebridge.....	169	133	192	146	165		84
Brampton.....	180	168	310	108	112	2	294
Brantford.....	726	456	1,029	966	697	4	511
Brockville.....	254	51	312	253	231		106
Carleton Place.....	44	15	65	42	41		48
Chatham.....	289	184	432	327	252	13	637
Cobourg.....	73	11	104	79	87		8
Collingwood.....	59	39	151	46	45		388
Cornwall.....	508	113	873	541	363	36	677
Dunnville.....	52	29	87	35	41		53
Fergus.....	27	20	81	65	34	2	17
Fort Erie.....	72	13	248	87	70		554
Fort Frances.....	296	681	187	159	216	2	76
Fort William.....	927	414	1,044	595	646		1,823
Galt.....	450	494	461	345	247		150
Gananoque.....	49	14	73	43	41		96
Goderich.....	39	36	118	44	31		104
Guelph.....	657	539	611	617	502		157
Hamilton.....	2,202	1,354	4,390	2,374	1,172	109	4,239
Hawkesbury.....	26	42	357	23	20		444
Ingersoll.....	75	50	108	98	82		50
Kapuskasing.....	500	237	97	81	91	2	23
Kenora.....	255	187	127	72	170		114
Kingston.....	643	307	877	891	513		557
Kirkland Lake.....	500	291	1,259	457	354	30	328
Kitchener-Waterloo.....	1,226	896	950	1,089	863	3	137
Leamington.....	150	94	278	101	81		538
Lindsay.....	86	22	224	96	83		306
Listowel.....	72	55	121	73	71	2	66
London.....	1,933	871	2,026	1,905	1,049	206	1,142
Midland.....	135	59	312	141	148		261
Napanee.....	73	35	103	52	50		104
Newmarket.....	94	52	141	102	91		158
New Toronto.....	826	429	995	513	517		766
Niagara Falls.....	413	194	432	376	272	2	444
North Bay.....	732	567	663	487	468	41	217
Orangeville.....	59	42	88	50	37		61
Orillia.....	208	79	252	201	191		433
Oshawa.....	644	347	1,787	632	537		4,083
Ottawa.....	3,103	1,323	3,695	2,596	2,201		1,942
Owen Sound.....	230	166	313	219	128	22	235
Paris.....	37	80	41	32	24		30
Parry Sound.....	79	58	199	63	60		244
Pembroke.....	404	521	379	274	328		286
Perth.....	153	138	216	150	133	2	83
Peterborough.....	453	310	553	444	388		450
Pictou.....	43	8	114	42	47		96
Port Arthur.....	1,548	1,191	1,709	1,337	1,491		1,438
Port Colborne.....	172	60	329	180	125	5	361
Port Hope.....	75	16	102	69	52		28
Prescott.....	123	38	175	123	115		108
Renfrew.....	94	67	101	82	74		120
St. Catharines.....	540	172	1,117	525	419		2,110
St. Thomas.....	400	143	476	420	394	8	224
Sarnia.....	304	97	629	321	276		638
Sault Ste. Marie.....	722	383	524	450	442		649
Simcoe.....	185	66	216	166	156		79
Smiths Falls.....	99	74	116	105	102		73
Stratford.....	453	136	574	462	350	62	293
Sturgeon Falls.....	145	111	63	47	39		62
Sudbury.....	1,468	772	1,295	932	916	29	1,246
Tillsonburg.....	104	38	95	96	88		8
Timmins.....	1,171	1,016	1,240	1,026	1,101	31	720

REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS
NOVEMBER 30 TO DECEMBER 27, 1945—Concluded

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Ontario—Concluded							
Toronto.....	11,105	7,034	12,261	8,062	6,160	221	10,298
Toronto Junction.....	1,393	478	1,295	857	817	25	1,510
Trenton.....	163	134	270	168	139	1	294
Walkerton.....	148	39	224	147	146	3	167
Wallaceburg.....	126	13	188	120	115		293
Welland.....	370	182	792	328	247	3	981
Weston.....	896	106	934	814	834		569
Windsor.....	1,254	284	4,623	1,497	966	146	11,828
Woodstock.....	235	190	291	274	104		112
Manitoba—	5,361	2,788	8,618	5,864	3,484	787	8,680
Brandon.....	312	198	455	327	235	1	524
Dauphin.....	200	203	247	110	95		277
Flin Flon.....	114	46	119	109	156	16	21
Portage la Prairie.....	53	48	227	61	54		352
Selkirk.....	59	29	130	57	53		103
The Pas.....	73	150	117	54	58		93
Winnipeg.....	4,550	2,114	7,323	5,146	2,833	770	7,310
Saskatchewan	3,031	1,691	5,571	3,092	1,885	369	4,537
Estevan.....	115	84	125	105	102		100
Moose Jaw.....	361	174	554	383	249	8	642
North Battleford.....	71	70	177	65	55	1	195
Prince Albert.....	447	284	676	435	327	7	327
Regina.....	1,119	551	1,887	1,208	632	249	1,574
Saskatoon.....	658	324	1,639	686	352	96	1,183
Swift Current.....	49	9	95	46	63		109
Weyburn.....	114	92	68	37	36	1	53
Yorkton.....	97	103	350	127	69	7	354
Alberta	6,738	3,118	8,149	5,940	4,576	451	6,982
Black Diamond.....	40	5	51	54	39		52
Blairmore.....	179	69	97	68	85		45
Calgary.....	1,921	639	2,757	2,014	1,373	224	2,968
Drumheller.....	98	185	184	107	113		124
Edmonton.....	3,359	1,391	4,011	2,930	2,186	193	2,789
Edson.....	328	338	126	103	158		55
Lethbridge.....	418	244	509	392	248	32	440
Medicine Hat.....	110	48	211	135	116	2	298
Red Deer.....	285	199	203	137	258		211
British Columbia	13,546	6,052	23,252	12,067	9,787	744	23,389
Chilliwack.....	271	40	324	249	267		156
Courtenay.....	76	203	117	56	127		183
Cranbrook.....	166	98	166	135	132		93
Dawson Creek.....	136	86	86	86	90		23
Duncan.....	200	101	179	150	204		94
Fernie.....	35	69	43	37	40		17
Kamloops.....	325	129	323	224	260		136
Kelowna.....	181	68	219	139	145		170
Nanaimo.....	272	189	320	176	192		450
Nelson.....	104	146	247	105	110		323
New Westminster.....	759	369	1,552	644	560	17	2,081
North Vancouver.....	321	124	536	277	224		1,146
Penticton.....	162	35	307	177	158	6	171
Port Alberni.....	321	130	198	134	236		99
Prince George.....	593	220	496	541	511	5	138
Prince Rupert.....	212	106	381	200	170		231
Princeton.....	87	32	74	54	71	1	33
Trail.....	129	86	239	115	105		343
Vancouver.....	7,018	3,035	14,171	6,636	4,599	565	14,507
Vernon.....	138	85	353	96	98		478
Victoria.....	1,980	642	2,508	1,750	1,460	150	2,408
Whitehorse.....	60	59	113	36	28		114
Canada	110,275	80,310	166,070	87,368	66,730	3,817	183,821
Males.....	80,566	54,327	135,928	65,539	54,411	1,301	150,164
Females.....	29,709	25,983	30,142	21,829	12,319	2,516	33,657

Quarterly Report of National Employment Service Offices, September 28 to December 27, 1945

EMPLOYMENT conditions as indicated by the work of National Employment Service Offices of Canada during the quarter September 28 to December 27, 1945, was considerably less in volume than in the corresponding quarter of 1944, there being reductions of 18 per cent in vacancies offered and 25.3 per cent in placements effected. Heavy losses in vacancies were recorded in manufacturing, trade, services, forestry and logging, and public utilities but appreciable gains in construction and mining. Placements in construction and mining were higher but greatly offset by losses in manufacturing, trade, forestry and logging and public utilities. All provinces except Prince Edward Island reported fewer vacancies and all recorded reductions in placements the most noteworthy declines in both vacancies and placements being in Quebec and Ontario.

The accompanying table gives the vacancies and placements of the National Employment Offices by industrial groups in the various provinces during the period September 28 to December 27, 1945.

From the chart appearing elsewhere in this issue, which accompanies the article on the work of the National Employment Service Offices during December, 1945, it will be noted that the curves of vacancies and placements in relation to applications took downward courses during the thirteen weeks.

During the period September 28 to December 27, 1945, there was a ratio of 74.3 vacancies and 47.9 placements for each

one hundred applications for employment, as compared with 97.6 vacancies and 69.1 during the same quarter of 1944.

The average number of positions offered daily during the quarter under review was 6,754, of applications registered 9,091, and of placements effected 4,357, in contrast with a daily average of 8,238 vacancies, 8,436 applications and 5,832 placements in regular and casual employment during the fourth quarter of 1944.

During the thirteen weeks September 28 to December 27, the offices reported they had referred 439,178 persons to positions and had effected a total of 331,134 placements, of which 317,819 were in regular and 13,315 in casual work. Of the placements in regular employment, 263,006 were of males and 54,813 of females, while casual work was found for 4,824 males and 8,491 females. A comparison with the corresponding period in 1944 showed that 443,214 placements were then effected of which 431,787 were in regular and 11,427 in casual work. Applications for employment during the period under review were received from 553,280 males and 137,651 females, a total of 690,931 in contrast with the registration of 641,159 persons during the same quarter of 1944. Employers notified the offices of 513,316 positions, of which 389,666 were for males and 123,650 for females, as compared with 626,124 opportunities for employment offered during the last quarter of 1944.

VACANCIES AND PLACEMENTS OF EMPLOYMENT AND SELECTIVE

Industry	Pr. Edward Island			Nova Scotia			New Brunswick			Quebec		
	Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements	
		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual
Agriculture	265	97	9	140	54	1	147	90	.....	272	113	.....
Fishing, Hunting and Trapping	13	9	.....	73	22	.....	.....	.....	.....	.....	.....	.....
Forestry and Logging.....	.....	.....	.....	1,142	610	4	5,758	830	.....	45,260	15,981	1
Mining	5	5	.....	1,055	400	.....	332	272	.....	5,247	3,216	.....
Metallic Ores and Prospecting.....	.....	.....	.....	26	14	.....	.....	.....	.....	4,196	2,396	.....
Coal.....	.....	.....	.....	1,003	368	.....	300	245	.....	67	54	.....
Oil, Gas Wells, Quarrying.....	5	5	.....	26	18	.....	32	27	.....	984	766	.....
Manufacturing	436	300	96	5,713	4,033	4	3,336	2,386	13	36,021	17,657	19
Food and Kindred Products.....	268	220	4	1,252	725	.....	691	596	.....	3,681	1,609	1
Textiles, apparel, etc.....	16	18	.....	504	394	.....	548	250	.....	12,251	5,485	3
Lumber and Finished Lumber Products	5	6	.....	257	186	.....	754	555	.....	3,850	2,295	5
Pulp, Paper Products and Printing.....	12	10	.....	578	223	.....	370	205	13	3,238	1,847	2
Chemical and Allied Products.....	126	40	92	20	23	.....	178	126	.....	1,311	556	1
Products of Petroleum and Coal.....	.....	.....	.....	.....	.....	.....	1	2	.....	129	79	.....
Rubber Products.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	990	582	2
Leather and its Products.....	.....	.....	.....	25	18	.....	39	34	.....	2,058	732	2
Stone, Clay and Glass Products.....	.....	.....	.....	123	85	.....	45	42	.....	1,167	610	.....
Iron and Steel and their Products.....	3	3	.....	400	394	4	346	269	.....	1,698	1,059	2
Non-Ferrous Metal Products.....	.....	.....	.....	5	6	.....	7	9	.....	967	523	.....
Machinery.....	1	.....	.....	13	14	.....	20	16	.....	1,929	969	.....
Transportation Equipment.....	5	3	.....	2,490	1,929	.....	248	221	.....	1,343	759	.....
Miscellaneous.....	.....	.....	.....	46	36	.....	89	61	.....	1,359	552	1
Construction	157	137	9	2,295	1,944	14	1,917	1,481	.....	15,596	10,529	5
Public Utilities Operation	68	51	1	1,580	1,054	221	1,756	1,542	.....	5,832	3,231	58
Heat, Light and Power.....	19	14	.....	71	55	.....	28	25	.....	644	390	2
Transportation and Storage.....	38	29	1	1,394	923	213	1,610	1,431	.....	4,760	2,604	56
Communications.....	11	8	.....	115	76	8	118	86	.....	428	237	.....
Trade	331	287	4	2,834	1,641	45	2,765	1,686	7	9,661	4,297	46
Finance and Insurance	25	17	.....	221	123	2	112	65	7	1,783	531	.....
Services	454	304	26	3,520	2,206	260	2,696	1,661	234	14,352	6,848	297
Professional and Public.....	133	85	9	1,219	890	8	1,156	856	10	4,014	2,528	4
Recreational.....	8	8	.....	139	95	4	95	66	1	481	225	4
Business.....	1	1	.....	35	23	.....	15	8	.....	341	95	.....
Domestic.....	141	69	16	543	88	230	314	46	136	2,279	432	198
Personal other than Domestic.....	16	16	.....	200	124	2	90	54	.....	1,364	572	.....
Hotels and Restaurants.....	115	88	.....	940	640	15	656	403	9	3,520	1,804	3
All Others.....	40	37	1	444	346	1	370	228	78	2,353	1,192	88
Totals	1,754	1,207	145	18,573	12,087	551	18,819	10,013	261	134,024	61,503	426
Males	1,136	735	143	13,641	9,643	368	14,864	8,141	19	109,213	52,676	98
Females	618	472	2	4,932	2,444	183	3,955	1,872	242	24,811	8,827	328

Unemployment in Trade Unions at the Close of the Quarter Ending December 31, 1945

UNEMPLOYMENT among trade union members in Canada stood at 3.0 per cent at the end of the December quarter, more than twice the 1.4 per cent for September 30, 1945. This is the highest percentage shown since April, 1942, when it stood at 3.3.

In the following report unemployment refers only to involuntary idleness due to economic causes. Persons who are without work because of illness, a strike or a lockout,

or who are engaged in work outside their own trades are not considered as unemployed. As returns from unions reporting vary from quarter to quarter with consequent variations in the membership upon which the percentage of unemployment is based, it should be understood that the figures refer only to the organizations reporting.

For the close of the quarter under review, returns from 2,460 local branches of unions

SERVICE OFFICES, SEPTEMBER 28, TO DECEMBER 27, 1945.

Vacancies	Ontario		Manitoba			Saskatchewan			Alberta			Br.-Columbia			Canada		
	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements	
	Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual
1,790	637	254	538	368	7	856	581	5	1,498	1,201	11	304	191	2	5,810	3,332	289
19	17	.....	55	46	1	3	3	.....	4	4	.....	32	25	.....	199	126	1
23,496	9,991	1	852	314	.....	665	269	.....	3,319	1,929	.....	7,925	6,731	3	88,417	35,755	9
4,440	3,554	1	370	335	3	160	172	.....	2,297	1,477	1	2,270	1,630	.....	16,176	11,121	5
3,538	3,082	.....	292	281	.....	2	.....	.....	66	50	.....	1,625	1,196	.....	9,745	7,019	.....
28	15	.....	27	9	.....	147	162	.....	1,900	1,151	1	315	257	.....	3,787	2,261	1
874	457	1	51	45	3	11	10	.....	331	276	.....	330	237	.....	2,644	1,841	4
78,866	57,268	284	6,911	4,868	297	2,408	1,813	97	5,008	4,032	65	14,209	11,000	231	152,968	103,357	1,166
13,274	9,252	45	2,708	2,334	62	1,378	1,236	87	2,816	2,384	41	2,257	1,638	48	28,325	19,994	288
10,460	6,282	9	1,133	618	45	10	6	.....	215	181	.....	263	166	.....	25,430	13,400	57
6,210	4,810	52	763	393	65	610	217	5	967	603	5	4,789	3,983	23	18,205	13,048	155
7,468	4,940	25	735	400	17	112	80	.....	165	119	6	1,591	1,129	5	14,319	8,953	68
2,853	1,998	14	211	146	44	54	49	.....	27	28	.....	259	205	1	5,039	3,171	152
381	268	.....	91	79	.....	22	20	.....	14	15	.....	90	70	6	7,028	5,333	6
2,412	1,781	3	29	14	5	.....	.....	.....	7	5	1	93	38	.....	3,531	2,420	11
2,365	1,706	7	93	45	.....	29	18	2	5	2	.....	80	60	.....	4,694	2,615	11
2,375	1,638	7	173	136	6	58	57	3	447	397	6	242	222	1	4,630	3,187	23
9,129	7,533	34	257	219	1	40	37	.....	77	65	.....	633	556	3	12,853	10,135	44
3,312	2,475	24	104	52	25	28	31	.....	46	45	.....	507	392	.....	4,976	3,533	49
9,759	7,979	22	154	98	2	45	47	.....	101	90	6	362	337	.....	12,384	9,550	30
5,250	4,144	30	348	259	20	14	10	.....	98	77	.....	2,777	2,043	143	12,573	9,445	193
3,588	2,462	12	112	75	5	8	5	.....	23	21	.....	266	161	1	5,491	3,373	19
23,907	19,322	152	2,687	2,267	40	1,312	1,303	16	3,026	2,647	34	7,164	6,503	13	58,061	46,133	283
14,494	12,134	96	2,183	1,680	93	1,237	958	56	2,145	1,792	63	6,100	4,882	28	35,395	27,324	616
1,399	1,224	3	74	54	.....	40	34	1	142	148	2	313	279	1	2,730	2,223	9
11,866	10,169	92	2,056	1,580	93	1,164	892	55	1,843	1,542	58	5,447	4,384	17	30,178	23,554	585
1,229	741	1	53	46	.....	33	32	.....	160	102	3	340	219	10	2,487	1,547	22
25,371	17,093	292	4,805	3,025	814	2,766	2,012	245	3,175	2,226	281	7,353	5,477	124	59,061	37,744	1,858
3,437	2,352	11	398	209	52	214	144	7	333	209	8	1,093	602	15	7,616	4,252	102
39,291	22,882	2,703	5,761	2,651	1,725	4,328	2,224	638	6,556	3,473	1,246	12,715	6,426	1,917	89,673	48,675	9,046
12,932	9,687	57	1,185	729	164	1,124	628	19	1,489	1,074	74	3,106	2,267	44	26,358	18,744	389
1,146	735	6	170	109	19	94	69	2	186	124	16	344	214	1	2,663	1,645	53
941	629	.....	114	83	.....	57	31	.....	91	63	7	222	122	7	1,817	1,055	14
7,027	986	2,453	1,919	176	1,331	854	128	456	1,878	198	1,075	3,347	223	1,800	15,302	2,346	7,695
2,532	1,383	13	329	215	13	220	148	5	353	250	5	658	413	1	5,762	3,175	39
9,287	5,677	42	1,423	929	158	1,269	775	10	1,663	1,065	29	3,314	1,965	7	22,187	13,346	273
5,426	3,785	132	621	410	40	710	445	146	896	699	40	1,724	1,222	57	12,584	8,364	583
215,111	145,250	3,794	24,560	15,763	3,032	13,949	9,479	1,064	27,361	18,990	1,709	59,165	43,527	2,333	513,316	317,819	13,315
159,708	120,821	1,020	15,474	11,032	1,432	9,612	7,224	457	20,606	15,568	607	45,412	37,166	680	389,666	263,006	4,824
55,403	24,429	2,774	9,086	4,731	1,600	4,337	2,255	607	6,755	3,422	1,102	13,753	6,361	1,653	123,650	54,813	8,491

were tabulated. These reported 410,089 members of whom 12,116 (3.0 per cent) were unemployed. At the end of September, 1945, 2,307 local branches reported 377,495 members, including 5,398 (1.4 per cent) without work. For the corresponding month in the previous year the percentage of unemployment was 0.6. In December, 1939, it was 11.4.

The increase in the percentage of trade union unemployment at the end of December was due mainly to conditions reported by unions in the manufacture of iron products, mineral and wood products, mining, transportation, and in certain trades in building

and construction. As compared with the previous quarter slight improvements were recorded among those engaged in the manufacture of animal products, clay, glass and stone products, and men's and women's garments.

The percentages of unemployment, at certain dates, in each province are shown in Table I. Only Quebec showed an improvement at the end of December in comparison with the previous quarter; the percentage dropped from 2.4 to 1.8. New Brunswick, Ontario, and Nova Scotia showed the most marked upswings in trade union unemploy-

ment, percentages advancing respectively to 4.7, 4.0 and 4.6 from 0.5 for New Brunswick and Ontario, and 2.0 for Nova Scotia. Trade union unemployment in Manitoba and Saskatchewan increased from 0.4 per cent in each case to 1.2 and 1.3 per cent respectively. The percentage rose from 0.3 to 0.9 in Alberta and from 2.4 to 3.5 in British Columbia. Substantially lower employment levels were indicated in nearly all the provinces at the end of 1945 as compared with December, 1944.

A separate compilation is made each quarter of unemployment among trade union members in the largest city in each province, with the exception of Prince Edward Island. For the quarter under review, recessions in employment were recorded in all the principal cities. The percentages ranged from 0.5 per cent in Edmonton to 16.7 in Saint John where one union of boiler-makers and shipbuilders reported 327 to 450 members as unemployed. When compared with the previous quarter the percentage for Halifax rose from nil to 2.0; Montreal from 0.7 to 1.7; Toronto from 0.3 to 1.0; Winnipeg from 0.5 to 1.5; Regina from 0.1 to 1.1; and Vancouver from 2.2 per cent to 3.8.

A comparison with December, 1944 shows improvement only in Edmonton. In all the other cities increases in union unemployment were recorded. The most pronounced changes were in Montreal from 0.5 per cent to 1.7 and in Vancouver from 0.6 per cent to 3.8.

Returns were tabulated from 912 local union organizations in the manufacturing industries. These reported a combined membership of 192,352 of whom 7,555 (3.9 per cent) were recorded as unemployed. At the end of the previous quarter 4,286 (2.5 per cent) of 174,633 members reported by 823 locals were without work. In December, 1944, 0.4 per cent of 213,361 members reported by 847 unions were unemployed. Among union members engaged in the manufacture of electric current, textile products, men's and women's garments, and non-ferrous metal products, the employment situation was more favourable than at the end of September. Slight increases in unemployment were indicated by all the other groups of manufacturing industries. As compared with September, 1944, a decrease in unemployment was indicated only among those engaged in miscellaneous manufacturing and in the production of electric current. A substantial increase in the percentage of unemployment was recorded in iron and its products, non-ferrous metals and in wood products industries.

In the transportation industries, returns were received from 911 local unions with a combined membership of 98,933 of whom 1,347 (1.4 per cent) were without work on the reporting date. In comparison 0.4 per cent were unemployed at the end of the previous quarter and 0.5 per cent at the end of December, 1944. Unemployment among union workers in shipping increased to 2.8 per cent from 1.5 at the end of September and 2.7 in December of the previous year. The unemployment percentage of 0.2 recorded in local transportation was unchanged from the previous quarter but was a slight increase from the 0.1 at the end of December, 1944. The unemployment percentage in steam railway operations increased to 1.6 from 0.3 at the end of September, and 0.5 in the corresponding month in 1944.

TABLE I.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY PROVINCES

Month	N.S. and Prince Edward Island	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	Canada
Average 1933.....	16.0	13.0	25.2	24.4	20.3	17.2	21.7	20.8	22.3
Average 1934.....	8.7	7.9	22.8	18.1	17.7	13.2	17.8	20.2	18.2
Average 1935.....	6.9	8.6	20.9	14.3	12.6	9.8	15.4	16.4	15.4
Average 1936.....	6.8	7.4	18.9	12.0	10.1	9.6	12.0	11.9	13.2
Average 1937.....	5.9	5.2	15.6	8.3	9.0	9.0	12.0	10.6	10.7
Average 1938.....	4.9	10.0	17.4	12.1	11.9	9.1	12.3	14.0	13.1
Average 1939.....	7.1	9.0	16.0	11.1	9.6	8.9	12.3	12.0	12.2
Average 1940.....	3.1	3.7	11.0	6.0	7.3	6.9	9.7	7.6	7.6
Average 1941.....	2.2	2.3	6.1	3.4	4.4	3.4	6.7	4.5	4.5
Average 1942.....	1.1	2.0	2.9	2.2	2.5	1.7	2.9	1.0	2.2
Average 1943.....	.8	.9	1.1	.6	.9	.7	.8	.4	.8
Average 1944.....	.2	.6	.7	.4	.5	.6	.6	.5	.5
Average 1945.....	2.0	1.2	1.4	1.5	.7	.9	.6	1.5	1.4
December 1932.....	8.4	16.5	30.9	28.5	20.9	20.8	22.8	26.0	25.5
December 1933.....	11.2	11.5	23.2	24.9	20.3	17.2	17.6	19.8	21.0
December 1934.....	4.7	7.2	24.5	18.7	16.1	13.1	9.0	24.6	18.0
December 1935.....	7.8	7.5	20.6	13.4	13.1	11.6	9.6	15.9	14.6
December 1936.....	6.8	6.2	20.9	13.8	10.9	12.8	6.4	12.7	14.3
December 1937.....	3.3	4.6	16.5	12.9	16.8	10.6	6.7	15.8	13.0
December 1938.....	8.4	9.8	21.2	14.5	11.4	11.8	9.5	17.3	16.2
December 1939.....	5.3	4.3	16.1	9.7	12.0	10.2	4.9	12.4	11.4
December 1940.....	2.6	2.3	11.1	5.9	6.6	6.7	4.8	9.0	7.4
December 1941.....	1.0	2.1	5.7	6.0	6.2	4.2	3.8	5.3	5.2
December 1942.....	.3	2.4	1.6	1.0	2.6	1.1	1.7	.6	1.2
December 1943.....	2.9	.3	.7	.5	.8	.8	.9	.5	.8
December 1944.....	.0	.2	.9	.4	.8	.5	.7	.6	.6
December 1945.....	4.6	4.7	1.8	4.0	1.2	1.3	.9	3.5	3.0
March 1943.....	.6	.8	2.2	1.1	1.1	1.0	1.1	.4	1.3
June 1943.....	.3	1.1	1.0	.4	.6	.6	1.1	.1	.6
September 1943.....	.1	.4	.4	.3	.3	.7	1.1	.2	.3
December 1943.....	2.9	.3	.7	.5	.8	.8	.9	.5	.8
March 1944.....	.4	.9	.9	.9	.9	.7	.4	.7	.9
June 1944.....	1.1	.6	.4	.2	.2	.5	.2	.2	.3
September 1944.....	.2	.7	.4	.2	.1	.5	1.1	.4	.3
December 1944.....	.0	.2	.9	.4	.8	.5	.7	.6	.6
March 1945.....	.5	.0	1.2	.6	.9	.8	.8	.5	.7
June 1945.....	1.2	1.1	.6	.7	.2	.9	.3	.2	.5
September 1945.....	2.0	.5	2.4	.5	.4	.4	.3	2.4	1.4
December 1945.....	4.6	4.7	1.8	4.0	1.2	1.3	.9	3.5	3.0

TABLE II.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY GROUPS OF INDUSTRIES

NOTE.—In percentages shown below, "0" indicates no unemployment—When "0" is used, negligible unemployment (less than .05 per cent) is indicated.

Month	Fishing	Lumbering and Logging	Mining	Manufacturing Industries	Vegetable products	Pulp and paper products	Pulp and paper mill workers	Printing, publishing and lithographing	Electric current, etc.	Wood products	Fibres, textiles and textile products	Textile and carpet workers	Garment workers	Hat, cap and glove workers	Animal products	Rubber products	Iron and its products	Non-ferrous metals	Clay, glass and stone products	Mineral products	Chemical and allied products	Miscellaneous manufacturing industries	Building and construction	Transportation	Shipping	Steam railway operation	Local transportation	Communication	Telegraph operation	Telephone operation	Trade (retail and wholesale clerks)	Services	Governmental (civil)	Miscellaneous	All occupations		
December, 1932	28.4	51.9	8.3	23.9	12.2	18.0	24.3	15.4	0.54	3.88	4.18	4.49	2.74	1.22	5.5	29.4	36.2	56.1	0	0	0	44.8	69.2	15.5	36.7	18.1	1.0	1.45	0.15	3.8	7.11	6.3	20.0	25.5			
December, 1933	25.0	19.0	6.8	23.4	16.0	15.3	17.4	14.4	0.13	3.17	2.18	3.11	4.56	6.42	7.7	25.3	23.3	35.5	0	0	0	73.2	69.1	13.4	34.6	14.5	1.1	1.42	0.13	3.8	8.7	2.8	19.8	21.0			
December, 1934	38.8	50.6	4.7	17.8	7.9	9.3	7.9	10.4	0.42	0.24	4.3	2.33	3.0	10.2	19.6	15.3	11.5	0	0	0	52.0	58.6	11.3	7.4	10.9	9.1	1.0	1.5	11.8	7.8	3.8	15.4	18.0				
December, 1935	35.9	15.1	6.4	15.1	8.0	7.0	3.6	10.1	0	9.4	20.2	6.1	18.0	32.4	14.3	9.9	11.3	0	0	0	40.9	45.1	8.7	30.6	9.6	9.0	1.0	1.5	10.8	3.7	5.9	3.2	10.4	14.6			
December, 1936	36.8	2.3	7.9	16.8	5.3	5.3	3.5	6.9	0.10	0.33	3.1	0.35	9.46	9.24	11.6	4.4	50.9	0	0	0	56.9	40.0	8.6	37.0	9.5	9.0	1.0	1.5	9.5	4.7	5.0	1.5	9.4	14.3			
December, 1937	39.7	3.3	5.0	15.1	5.8	9.3	11.6	6.5	0.34	4.19	2.16	1.18	5.40	8.28	13.4	14.6	5.3	0	0	0	14.6	34.5	8.3	19.0	9.5	8.0	1.0	1.5	7.5	0	4.3	1.9	6.5	13.0			
December, 1938	19.4	17.5	6.4	16.6	8.1	7.3	8.4	5.7	0.57	2.25	2.22	6.10	9.21	5.57	18.4	8.7	9.9	2.2	2.94	2.0	40.5	41.2	12.5	63.6	13.7	6.0	1.0	1.5	6.9	2.6	6.2	2.4	10.4	16.2			
December, 1939	25.8	23.0	5.0	10.0	4.4	5.7	4.3	8.0	0.12	1.7	0.9	3.7	8.0	29.0	18.4	8.7	13.3	6.8	1.8	6.7	20.8	35.6	30.3	10.0	34.1	10.5	3.9	1.0	1.5	6.3	0.2	4.4	4.2	4.6	11.4		
December, 1940	22.9	28.5	7.5	6.8	5.2	3.3	2.7	4.5	0.18	7.9	9.7	2.5	9.7	23.9	17.6	5.0	4.2	2.8	1.2	6.7	19.8	15.6	5.4	19.0	6.2	3.0	3.9	1.0	1.5	2.8	0.1	2.8	1.3	4.0	7.4		
December, 1941	17.7	30.3	2.1	4.7	5.1	1.3	1.0	2.0	0	1.5	11.7	0.17	6.6	2.22	1	1.7	1.1	2	0	0	2.5	6.9	5.1	1.9	2.9	5.3	0.0	3.4	1.5	0.0	1.1	1.5	2.3	5.2			
December, 1942	5.0	0	9.5	6.4	0	1.1	1.7	3.0	0	2.1	0	2.1	4.4	0	0	8.4	0	1.6	1.8	0	0	1.9	3.1	7.3	2.7	0.1	0.0	1.2	1.3	0.0	0.4	0.0	0.8	1.2			
December, 1943	18.2	0	3.8	6.4	0	7.1	1.0	1	2.4	0	4.0	0	0	1	0	5.0	0	5.0	0	0	0	3.6	2.8	5.5	2.7	7.0	0.1	1.1	1.1	0.0	0.4	0.0	0.8	1.2			
December, 1944	4.4	0	3.4	0	7.1	1.0	1	2.4	0	3.8	1	0	2	1.8	2	0	8.3	7.0	2.3	-1	0	9	3.5	1.4	2.8	1.6	0.2	3.2	3.7	0	3.3	0.8	2.2	1.5	3.0		
December, 1945	25.1	0	4.0	3.9	5.8	1.1	2.0	1.2	0	3.8	1	0	2	1.8	2	0	8.3	7.0	2.3	-1	0	9	3.5	1.4	2.8	1.6	0.2	3.2	3.7	0	3.3	0.8	2.2	1.5	3.0		
March, 1943	7	0	2.3	2	3	2	5	3	1	0	0	3	1	2.4	0	1	0	0	0	0	5.3	9.0	1.1	5.5	1.2	2	1.8	1.9	0	0	0	0	0	1.6	1.3		
June, 1943	0	0	6	3	1	0	4	2	0	4	2	0	3	1.2	0	1	0	0	0	8.6	1	2.8	6	1.0	0.6	1.6	0	2	1.6	0	0	0	0	0	1.8	1.3	
September, 1943	0	0	1	2	0	3	2	3	0	1	0	3	0	0	0	1	0	0	0	0	2.5	1.0	4	1.5	0.7	1.2	0	1.1	1.2	0	0	0	0	0	1.2	0.8	
December, 1943	18	2	0	3	6	4	3	4	3	0	1	0	2	0	4	0	8	4	0	0	0	1.9	3.1	7	3.2	7	0	0	1.1	0	0	0	0	0	0	1.8	
March, 1944	89	2	8	7	3	1	3	3	2	0	8	1	0	2	0	3	1	4	0	-3	0	5	6.5	4	1.0	4	0	1.1	1.2	0	0	0	0	0	0	0	0.7
June, 1944	0	0	3	1	1	0	1	0	1	2	2	0	3	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1.5	1.6	0	0	0	0	0	0		
September, 1944	11	1	0	5	1	4	3	4	2	0	4	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1.5	1.6	0	0	0	0	0		
December, 1944	4	4	0	5	4	0	7	1	0	1	2	0	0	0	1	0	2	5	0	0	3.6	2.8	1.5	2.7	5	0	1	1.5	0	1.3	4	0	0	0			
March, 1945	71	4	6	4	1	6	9	1	0	1	9	1	6	3	0	3	0	3	1	0	3	0	3	9	1	9	0	2	1	1	0	2	1	0	0		
June, 1945	10	9	0	4	7	0	0	1	0	2	0	0	0	0	0	1	1	5	7	0	6	1	9	3	6	8	7	2	1	1	0	0	0	0	0		
September, 1945	36	4	4	2	5	3	2	3	1	4	4	0	1	0	6	0	5	2	9	0	0	0	1	5	4	15	3	2	1	1	0	0	0	0	0		
December, 1945	25	1	0	4	0	3	9	5	2	0	3	8	2	1	8	0	8	3	7	0	0	9	3	5	1	4	2	2	2	3	0	0	0	0	0		

Unemployment in the mining group rose from 0.4 to 4.0 per cent. At the end of December, 1944, the percentage of unemployment registered was 0.5. For the quarter under review 76 unions in mining reported a total of 31,518 members of whom 1,263 were unemployed at the reporting date. Unemployment in coal mining was recorded as 0.2 per cent; this is an increase from 0.1 in September and full employment in December, 1944. Trade union unemployment among metallic miners jumped from nil at the end of September to 10.0 per cent. Unions of non-metallic miners, other than coal miners, reported 5.0 per cent of 3,840 members unemployed; for the previous quarter this group reported an unemployment percentage of 2.8, and 4.9 for December, 1944.

The Department received reports from 202 locals in the building and construction trades. These reported a combined membership of 32,587 of whom 3.5 per cent were unemployed. In comparison 1.5 per cent were unemployed at the end of September and 2.8 at December in 1944. Marked seasonal recessions in employment were indicated among bricklayers, masons and plasterers, carpenters and joiners, and painters, decorators and paperhangers. Unemployment among bricklayers increased from 0.4 to 2.7 per cent, carpenters from 0.6 to 3.6, and painters from 0.1 to 5.0. An improvement was indicated as compared with the previous quarter for electrical workers and for plumbers and steamfitters. Recessions in

employment were indicated for other groups in this category.

Unemployment among trade union members in public and personal services increased to 0.8 per cent from 0.4 reported at the end of September, 1945, and December, 1944. Employment in the retail trades remained unchanged from the previous quarter, 0.3 per cent unemployment being again recorded.

The communications group showed an increase in unemployment from 0.1 to 3.2 per cent of 9,362 members. At the same date in the previous year, 0.5 per cent were unemployed.

Full employment was again reported in lumbering and logging. The same situation prevailed in September, 1945, and December, 1944. Although 25.1 per cent were reported as unemployed in the fishing group, this figure cannot be considered representative of general conditions in the industry as it is based on returns from only four unions with a total of 795 members.

The accompanying chart illustrates the trend of unemployment from January, 1939, to date. Table I shows by provinces the average percentage of union members who were unemployed each year from 1933 to 1945 inclusive. It also indicates the percentage of those without work for December of each year since 1932, and for each quarter of 1943, 1944, and 1945. Table II indicates the percentage of unemployment in the various groups of industries at certain dates since 1932.

Unemployment in Canada as Reported by Trade Unions for the Year 1945

AVERAGE unemployment in trade unions during 1945 was 1.4 per cent. This figure is an increase from 0.5 in 1944 and is the highest since the 2.2 per cent registered in 1942.

The yearly average was obtained from quarterly reports received by the Department of Labour from local trade union branches throughout the country. These reports show the number of members in good standing (those retired or in the armed forces are excluded) and the number of these members unemployed at the end of each quarter. A person is recorded as unemployed only when he is idle because of economic causes. The situation at the end of each quarter is summarized in the LABOUR GAZETTE, the preceding article being a review of the quarter ending December 31, 1945.

During 1945, quarterly reports were received from an average of 2,336 locals with an average combined membership of 405,878. In 1944, the average number of quarterly reports received was 2,308 with a combined membership of 424,713 of whom 0.5 per cent were unemployed. Union membership tends to increase during periods of high employment and to decline in periods of high unemployment.

The highest percentage of unemployment during 1945 was recorded in December. The percentage then was 3.0 in comparison with 1.4 at the end of September, and 0.5 per cent at the end of June. The increase may be ascribed to the termination of war contracts, reconversion, and the difficulty of obtaining materials in the building and construction industry.

The quarterly reports from trade unions in 1945 indicate that in manufacturing the average percentage of unemployment was 1.7. This is an increase from 0.2 per cent for 1944, and from 0.4 per cent for 1943; the average for 1939 was 12.0 per cent. A considerable increase in this group was noted in the third quarter when the percentage rose to 2.5 from 0.7 in the second quarter and 0.4 in the first; at the end of the year this percentage stood at 3.9. The same trend was noted in the iron and steel group where the percentage increased gradually from 0.2 in the first quarter to 8.3 at the end of December.

Employment in the printing and publishing trades was generally high throughout 1945, a slight recession being recorded only in the last quarter. Fluctuations in unemployment were recorded among workers in pulp and paper mills and animal products, but at the end of the year both indicated slightly higher unemployment than at the end of 1944. The non-ferrous metals group registered a higher percentage of unemployment during 1945 than in 1944. This may be due to reduced production in the aluminum industry.

In 1945 employment among woodworkers was generally more favourable than in the corresponding quarters of 1944, except at December, 1945, when the percentage was 3.8 as compared with 0.4 at the end of the preceding year. In the textile group employment conditions were favourable, the percentage of unemployed decreasing from 0.9 in March to 0.1 in December; this is, however, slightly higher than the almost full

employment noted at the end of the previous two years. The quarterly percentages are indicated in Table II in the preceding article on page 241 in this issue.

The level of unemployment among coal miners was low throughout the year, ranging from 0.3 per cent in the first quarter to full employment in the second; the yearly average was 0.1 per cent. The average in logging increased to 1.5 per cent from 0.2 for 1944. However, the rise was due entirely to the 400 reported unemployed in the first quarter. Full employment was noted for the rest of the year.

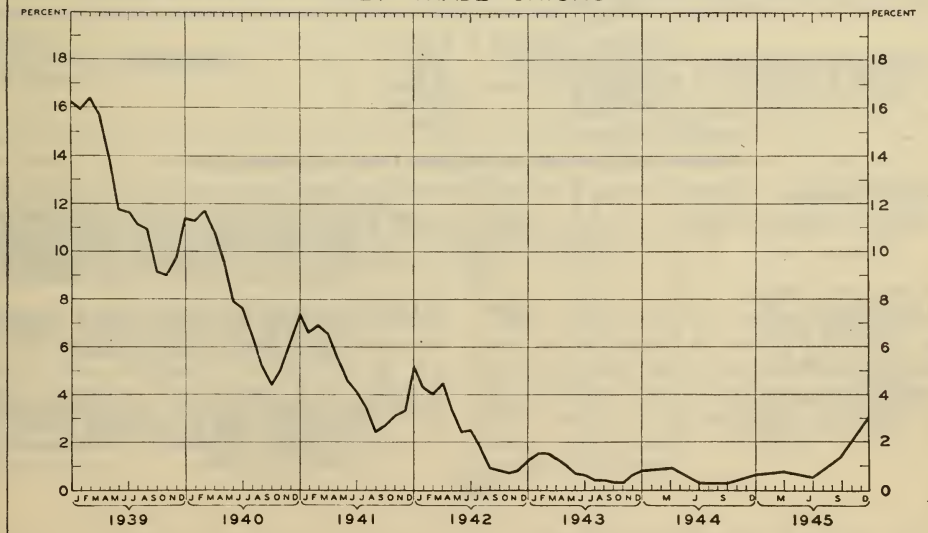
In the building and construction trades the average percentage of unemployment for the year declined to 1.9. This compares favourably with 2.3 per cent for 1944. The percentages in this group ranged from a low of 0.3 in June to a high of 3.5 in December. The corresponding figures in the previous year, were 0.9 in June and 2.8 in December.

In 1945 employment conditions for union members in the transportation industries declined to 0.7 per cent. In 1944 the corresponding average was 0.4, and in 1939 was 8.3. In 1944 the range was from 0.3 to 0.5 per cent, but in 1945 the low was 0.3 and the high, 1.4.

A slight improvement was again noted for communication employees. The average percentage of unemployment in this group was 1.2 in 1945, and 1.3 in 1944. A substantial increase in unemployment was indicated, however, at the end of the year.

Among the provinces, Alberta remained unchanged; the other provinces (Table I, page 240) experienced slight recessions in employment conditions.

PERCENTAGE OF UNEMPLOYMENT AS REPORTED
BY TRADE UNIONS



Strikes and Lockouts in Canada During January, 1946

During January, 1946, strike activity in Canada declined sharply as compared with the previous month. Preliminary figures show 12 strikes in existence during January, 1946, involving 2,935 workers, with a time loss of 20,593 man-working days, as compared with 13 strikes in December, 1945, with 19,619 workers involved and a time loss of 261,619 days. In January, 1945, there were 16 strikes, involving 5,435 workers, with a time loss of 32,142 days.

Based on the number of non-agricultural wage and salary workers in Canada, the above figures show an estimated time loss of 0.28 days for January, 1946, for every 1,000 days of available working time, as compared with 3.61 for December, 1945, and 0.42 for January, 1945.

Of the 12 strikes recorded for January, 1946, two were settled in favour of the employers, two in favour of the workers,

STRIKES AND LOCKOUTS IN CANADA, JANUARY, 1946, JANUARY-DECEMBER, 1945

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per 1,000 Available Work Days
January, 1946*.....	12†	12	2,935†	2,935	20,593	0.28
December, 1945*.....	7	13	2,654	19,619	261,619	3.61
January, 1945*.....	16†	16	5,435†	5,435	32,142	0.42

* Preliminary figures. † Strikes un-terminated at the end of the previous year are included in these totals.

The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

STRIKES AND LOCKOUTS IN CANADA DURING JANUARY, 1946*

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars†
	Establish-ments	Workers		
Strikes and Lockouts in Progress Prior to January, 1946				
MANUFACTURING— Vegetable Foods— Bakery workers and drivers, Toronto, Ont.	1	500	6,000	Commenced November 25; for a union agreement providing for union shop, check-off etc.; terminated January 16; negotiations; compromise, check-off clause agreed to.
Printing and Publishing— Compositors, etc., Winnipeg, Man.	2	120	3,120	Commenced November 8; for a new agreement providing for increased wages and other conditions; un-terminated.
Miscellaneous Wood Pro- ducts— Shingle mill workers, New Westminster, B.C.	1	60	1,000	Commenced November 28; for a union agreement providing for increased wages, etc.; terminated January 22; negotiations; in favour of workers.

STRIKES AND LOCKOUTS IN CANADA DURING JANUARY, 1946*—Continued

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars†
	Establishments	Workers		
Strikes and Lockouts in Progress During January, 1946				
MINING—				
Coal miners, Rothwell, N.B.	1	64	64	Commenced January 11; refusal of a blacksmith to join union; terminated January 11; negotiations; in favour of workers, blacksmith joined union.
Asbestos miners, Asbestos, P.Q.	1	150	75	Commenced January 14; protesting promotion of a certain worker to job of foreman; terminated January 14; negotiations and return of workers pending investigation; indefinite.
Coal miners, Nordegg, Alta.	1	369	738	Commenced January 25; protesting quality of meals served in company boarding house; terminated January 26; return of workers pending investigation; indefinite.
MANUFACTURING—				
<i>Vegetable Foods—</i>				
Flour mill workers, Seaforth, Ont.	1	35	300	Commenced January 22; for increased wages following reduction in hours from 10 to 8 per day; unterminated.
<i>Rubber and Its Products—</i>				
Rubber factory workers, St. Jerome, P.Q.	1	1,425	8,900	Commenced January 23; for increased wages for four workers; terminated January 29; conciliation, federal, and reference to arbitration; indefinite.
<i>Metal Products—</i>				
Steel mill workers, Sydney, N.S.	1	140††	150	Commenced January 10; protest against disciplining a worker; terminated January 11; return of workers; in favour of employer.
<i>Non-Metallic Minerals, Chemicals, etc.—</i>				
Concrete pipe factory workers, Chatham, Ont.	1	18	18	Commenced January 12; for increased wages and protesting appointment of a foreman who could not speak English, etc.; terminated January 12; negotiations; compromise, foreman replaced.
CONSTRUCTION—				
<i>Buildings and Structures—</i>				
Carpenters, Cornwall, Ont.	1	40**	200	Commenced January 19; for heat in building during extreme cold; terminated January 24; return of workers; in favour of employer.
TRADE—				
Milk drivers and processors, Weston, Ont.	1	14	28	Commenced January 15; alleged delay in negotiating a new agreement; terminated January 16; conciliation, provincial, and return of workers pending further negotiations; indefinite.

*Preliminary data based where possible on direct reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

† In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

†† 300 indirectly affected. ** 30 indirectly affected.

two were compromise settlements and four were indefinite in result, work being resumed pending final settlement. At the end of the month, therefore, two strikes were recorded as unterminated, namely: compositors at Winnipeg, Man., and flour mill workers at Seaforth, Ont.

The record does not include minor strikes such as are defined in another paragraph, nor does it include strikes as to which information has been received indicating that employment conditions are no longer affected, but which the unions concerned have not declared terminated.

Strikes and Lockouts in Great Britain and Other Countries

The latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month, bringing down to date that given in the March, 1945, issue in the review "Strikes and Lockouts in Canada and Other Countries". The latter includes a table summarizing the principal statistics as to strikes and lockouts since 1919 in the various countries for which such figures are available but many countries are no longer reporting due to unsettled conditions following the war. Statistics given in the annual review and in this article are taken as far as possible from the government publications of the various countries concerned.

Great Britain and Northern Ireland

The British Ministry of Labour Gazette publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in November, 1945, was 219, and 15 were still in progress from the previous month, making a total of 234 during the month.

There were 87,700 workers involved and a time loss of 233,000 working days was caused.

Of the 219 stoppages which began during November, 20 arose out of demands for advances in wages, 65 over other wage questions, eight on questions as to working hours, 27 on questions respecting the employment of particular classes or persons, 93 on other questions respecting working arrangements and six over questions of trade union principle.

British India

Preliminary figures for August, 1945, show 49 work stoppages, involving 54,629 workers, with a time loss of 275,247 man-days. For September, 1945, the figures are 56 work stoppages, involving 65,025 workers with a time loss of 342,507 days.

New Zealand

Figures for the first 9 months of 1945 show 125 strikes in which 28,832 workers were involved and a time loss of 46,112 days was caused.

Prices

Prices, Retail and Wholesale, in Canada, January, 1946

Cost of Living, Prices of Staple Articles, and Index Numbers, as Reported by the Dominion Bureau of Statistics

THE official cost-of-living index was fractionally lower in January, 1946 as indicated by a drop of 0.2 to 119.9. An index for foods declined 1.5 points to 132.8 due to a further sharp seasonal reduction in eggs which overbalanced higher prices for butter and fresh vegetables. Among other groups the miscellaneous series index rose 1.3 points to 110.9, reflecting higher health maintenance costs as well as a moderate increase in certain life insurance rates. The clothing index advanced 0.1 to an index level of 122.6 while other groups were unchanged as follows: rentals 112.3, fuel and light 107.1 and homefurnishings and services 119.5.

Retail Prices

The accompanying table on retail prices of staple goods, coal and rentals (Table IV) is prepared each month by the Dominion Bureau of Statistics. It shows the prices of these commodities in 64 cities across Canada at the date under review.

The prices of the staple food items included in the table are all used in the calculation of the index of the food group in the official cost-of-living index, and give a reasonably complete picture of prices throughout Canada as used in the calculation of the index of this particular group. They

COST OF LIVING AND WHOLESALE PRICES IN CANADA 1914-1922 AND 1939-1945

BASE: PRICES IN JULY, 1914 AND IN AUGUST, 1939=100

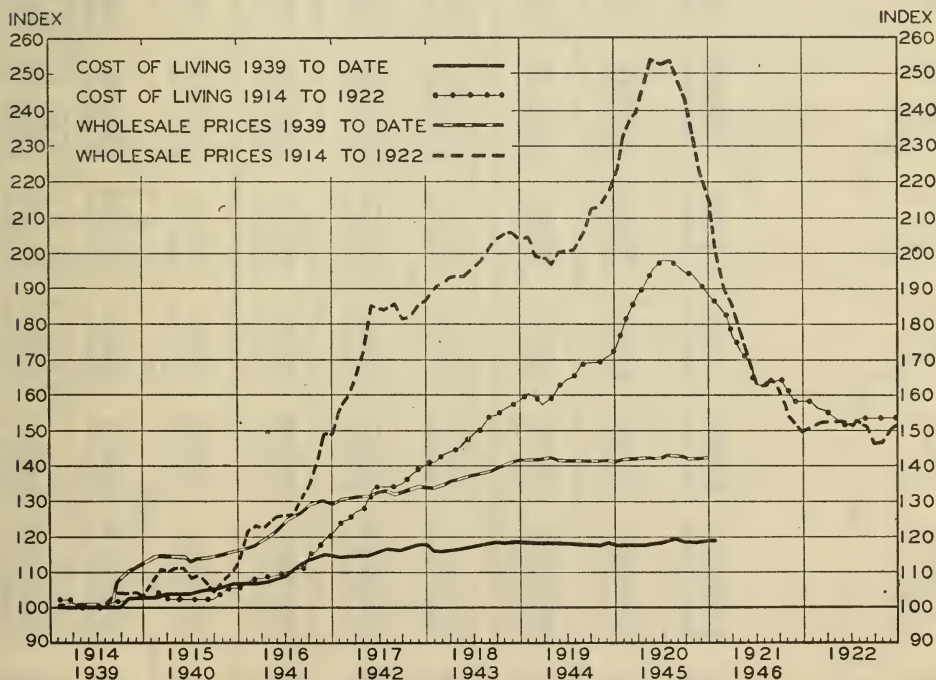


TABLE 1—DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING
IN CANADA

Prices as at the Beginning of each Month

	Adjusted to base 100.0 for August 1939	On base of average prices in 1935-39 as 100*							Retail Prices Index (Commodities only)†
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	
1913.....		79.7	88.3	74.3	76.9	88.0		70.3	
1914.....		80.0	91.9	72.1	75.4	88.9		70.3	
1915.....		81.6	92.7	69.9	73.8	96.8		70.9	
1916.....		88.3	103.3	70.6	75.4	110.8		74.5	
1917.....		104.5	133.3	75.8	83.8	130.3		81.5	
1918.....		118.3	152.8	80.2	92.2	152.3		91.4	
1919.....		130.0	163.3	87.6	100.7	175.1		101.2	
1920.....		150.5	188.1	100.2	119.9	213.1		110.3	
1921.....		132.5	143.9	109.1	127.6	123.4		112.5	
1922.....		121.3	121.9	113.7	122.2	147.0		112.5	
1926.....		121.8	133.3	115.9	116.8	139.1		106.1	
1927.....		119.9	130.8	114.5	114.4	135.6		105.1	
1928.....		120.5	131.5	117.3	113.2	133.5		104.8	
1929.....		121.7	134.7	119.7	112.6	134.8		105.0	
1934.....		95.6	92.7	93.2	102.1	97.1		97.8	
1935.....		96.2	94.6	94.0	109.9	97.6	95.4	98.7	95.9
1936.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1	98.1
1937.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1	102.0
1938.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2	102.8
1939									
August 1.....	100.0	100.8	99.3	103.8	99.0	100.1	100.9	101.3	100.0
September 1.....	100.0	100.8	99.4	103.8	98.9	99.6	100.8	101.3	100.0
October 2.....	102.7	103.5	106.3	104.4	104.4	99.6	101.0	101.7	103.3
December 1.....	103.9	130.8	104.7	104.4	105.4	103.3	104.1	102.0	104.3
Year.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1940									
January 2.....	103.0	103.8	104.5	104.4	105.5	103.3	104.3	101.8	104.2
April 1.....	103.8	104.6	104.8	104.4	105.9	107.8	106.1	101.8	105.5
July 2.....	104.8	105.6	105.3	106.9	107.9	109.1	106.9	102.2	106.4
October 1.....	106.2	107.0	106.1	107.7	108.0	113.5	109.7	102.8	108.4
Year.....		105.6	105.6	106.3	107.1	109.2	107.2	102.3	106.6
1941									
January 2.....	107.4	108.3	109.7	107.7	108.6	113.7	110.8	103.1	110.4
April 1.....	107.7	108.6	110.1	107.7	108.9	114.3	111.7	102.9	110.7
July 2.....	111.0	111.9	116.6	107.7	110.5	115.1	113.0	105.6	114.9
October 1.....	114.6	115.5	123.2	111.2	112.1	119.6	117.3	106.5	120.1
December 1.....	114.9	115.8	123.8	111.2	112.7	119.9	117.9	106.7	120.6
Year.....		111.7	116.1	109.4	110.3	116.1	113.8	105.1	114.9
1942									
January 2.....	114.5	115.4	122.3	111.2	112.9	119.9	118.0	106.8	119.9
April 1.....	115.0	115.9	123.7	111.2	112.9	119.8	118.1	107.1	120.6
July 2.....	117.0	117.9	130.3	111.3	112.5	120.0	117.9	107.1	123.9
October 1.....	116.9	117.8	129.8	111.3	112.8	120.1	117.8	107.1	123.7
Year.....		117.0	127.2	111.3	112.8	120.0	117.9	107.1	122.4
1943									
January 2.....	116.2	117.1	127.3	111.3	112.8	120.2	117.8	107.5	122.5
April 1.....	116.7	117.6	128.7	111.3	112.7	120.2	117.8	107.7	123.2
July 2.....	117.9	118.8	131.8	111.5	113.4	120.5	117.8	108.2	125.1
October 1.....	118.4	119.3	132.9	111.9	113.3	121.1	118.2	108.3	125.8
Year.....		118.4	130.7	111.5	112.9	120.5	118.0	108.0	124.5
1944									
January 3.....	118.1	119.0	131.5	111.9	112.7	121.1	118.4	108.9	125.3
April 1.....	118.2	119.1	131.5	111.9	113.0	121.4	118.4	109.0	125.4
July 3.....	118.1	119.0	132.0	111.9	108.9	121.5	118.3	109.0	125.6
October 2.....	117.7	118.6	130.8	112.0	108.7	121.6	118.4	108.9	124.9
Year.....	118.0	118.9	131.3	119.9	110.6	121.5	118.4	108.9	125.2
1945									
January 2.....	117.7	118.6	130.2	112.0	109.1	121.8	118.3	109.2	124.6
April 2.....	117.8	118.7	131.0	112.0	106.7	121.8	118.5	109.2	125.1
July 3.....	119.3	120.3	135.6	112.1	106.5	122.2	119.2	109.4	127.6
October 1.....	118.8	119.7	133.3	112.3	106.7	122.4	119.4	109.6	126.5
November 1.....	118.9	119.9	134.0	112.3	106.6	122.5	119.4	109.6	126.8
December 1.....	119.1	120.1	134.3	112.3	107.1	122.5	119.5	109.6	127.0
Year.....	118.6	118.9	131.3	111.9	110.6	121.5	118.4	108.9	125.2
1946									
January 2.....	118.9	119.9	132.8	112.3	107.1	122.6	119.5	110.9	126.3

* For the period 1913 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100.

† Commodities in the cost-of-living index excluding rents and services.

are the averages of prices of goods reported to the Bureau by independent stores. They do not include prices from chain stores. As the movement of chain store prices agrees closely with the movement of independent store prices it was considered that the extra work and cost involved in compiling and printing a separate table for chain store prices was not warranted although chain store prices are used in the calculation of the index.

The coal and rental figures given are also used in the official cost-of-living index. Quotations are shown for anthracite coal in the provinces of Ontario and Quebec, and for bituminous coal in the rest of Canada, where this type of coal is more generally used.

Rental figures given in the table are typical of rents being paid by tenant households in each city. In some cities, flats and apartments are more numerous than single houses; in such cases rents for flats and apartments are shown while figures for other cities

represent single-house rentals. In all cases figures represent rents being paid, not the rent asked for vacant dwellings. The basis of these figures is the record of rents for every tenant-occupied dwelling collected in the 1941 census of housing. The movement of rents since that time has been determined from reports submitted by real estate agents. The 1941 census averages have been adjusted in accordance with the change indicated by these reports, and the printed figures show a \$4 spread centred around each city average.

Table III is designed to show the variation in the retail prices of commodities since the beginning of the war. Taking the Dominion average retail price of each of the commodities at August, 1939, as 100, the table shows the percentage changes in prices since that date; also the actual price on the first of the current month.

The Dominion Bureau of Statistics issues an index number of retail prices of commodities included in the cost-of-living index excluding

TABLE III.—DOMINION AVERAGE RETAIL PRICE RELATIVES FOR STAPLE FOODS, AUGUST, 1939—JANUARY, 1946, WITH DOMINION AVERAGES OF ACTUAL RETAIL PRICES FOR JANUARY, 1946.

Commodities*	Per	Aug. 1939	Dec. 1941	June 1944	Sept. 1944	Dec. 1944	Mar. 1945	June 1945	Sept. 1945	Nov. 1945	Dec. 1945	Jan. 1946	Price Jan. 1946
Beef, sirloin steak	lb.	100.0	120.7	143.7	154.1	153.8	153.8	154.5	154.8	154.8	154.8	154.8	43.2
Beef, round steak	lb.	100.0	125.7	154.9	167.1	166.7	166.7	167.1	167.9	167.9	167.9	167.9	39.8
Beef, rib roast	lb.	100.0	125.5	173.5	172.6	172.2	173.5	173.5	174.8	174.3	174.3	175.2	40.3
Beef, shoulder	lb.	100.0	132.7	178.0	161.6	161.0	161.0	161.6	161.6	162.3	162.3	162.3	25.8
Beef, stewing	lb.	100.0	136.7	178.6	169.0	168.3	168.3	168.3	168.3	168.3	168.3	168.3	21.2
Veal, forequarter	lb.	100.0	139.3	174.0	173.4	174.0	174.0	173.4	174.6	174.6	174.0	174.0	29.4
Lamb, leg roast	lb.	100.0	109.9	143.7	152.5	147.2	148.6	153.5	159.2	153.2	152.8	152.5	43.3
Pork, fresh loins	lb.	100.0	125.3	138.8	138.8	141.2	141.9	142.7	143.1	143.8	143.8	144.2	37.5
Pork, fresh shoulder	lb.	100.0	127.0	146.4	146.4	142.9	142.3	142.9	142.9	142.9	143.4	143.4	28.1
Bacon, side, med. sliced	lb.	100.0	132.3	140.0	140.0	140.9	140.9	141.2	141.8	142.5	142.5	142.5	46.3
Lard, pure	lb.	100.0	151.3	152.6	150.9	154.4	156.1	157.0	158.8	159.6	159.6	160.5	18.3
Shortening, Vegetable	lb.	100.0	134.7	137.5	137.5	136.8	136.8	137.5	137.5	137.5	137.5	137.5	19.8
Eggs, grade "A" fresh	doz.	100.0	156.4	134.5	152.3	158.6	140.1	137.8	171.4	180.9	181.3	153.6	46.7
Milk	qt.	100.0	111.0	95.4	95.4	95.4	95.4	95.4	95.4	95.4	95.4	95.4	10.4
Butter, creamery, prints	lb.	100.0	140.5	144.0	144.3	145.8	146.2	144.0	144.3	146.9	148.0	148.7	40.6
Cheese, Canadian, mild	lb.	100.0	174.6	164.4	163.5	164.4	164.9	164.4	164.9	164.9	165.4	165.9	34.5
Bread, white	lb.	100.0	106.5	106.3	106.3	106.3	106.3	106.3	106.3	106.3	106.3	106.3	6.7
Flour, first grade	lb.	100.0	127.3	127.3	127.3	127.3	124.2	124.2	124.2	124.2	124.2	124.2	4.1
Rolled oats, bulk	lb.	100.0	112.0	114.0	114.0	114.0	114.0	114.0	114.0	114.0	114.0	114.0	5.7
Corn flakes, 8 oz.	pkg.	100.0	101.1	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	9.2
Tomatoes, canned, 2½'s	tin	100.0	129.9	138.7	138.7	137.7	137.7	136.8	137.7	137.7	137.7	137.7	14.6
Peas, canned, 2's	tin	100.0	117.5	124.2	123.3	122.5	122.5	121.7	121.7	121.7	121.7	121.7	14.6
Corn, canned, 2's	tin	100.0	128.3	134.5	134.5	133.6	132.7	132.7	132.7	132.7	132.7	132.7	14.9
Beans, dry	lb.	100.0	129.4	133.3	133.3	133.3	133.3	133.3	133.3	133.3	133.3	133.3	6.9
Onions	lb.	100.0	108.2	163.3	134.7	112.2	110.2	130.6	134.7	126.5	126.5	130.6	6.4
Potatoes	15 lb.	100.0	89.9	140.5	137.5	121.6	140.5	171.6	169.2	147.6	149.4	151.5	49.7
Prunes, medium	lb.	100.0	115.8	123.7	123.7	122.8	121.9	120.2	120.2	120.2	120.0	122.8	14.0
Raisins, seedless, bulk	lb.	100.0	104.0	113.2	115.9	104.0	102.6	109.9	107.9	108.6	108.6	108.6	16.4
Oranges, medium size	doz.	100.0	132.5	141.0	141.6	140.3	146.8	157.7	155.6	153.9	154.3	154.3	45.2
Lemons, medium size	doz.	100.0	111.3	136.0	144.6	145.5	142.5	143.1	147.7	147.4	148.6	156.0	50.7
Jam, strawberry, 16 oz.	jar	100.0	111.3	114.5	114.5	114.5	115.1	115.1	114.5	115.1	115.1	115.1	18.9
Peaches, 20 oz.	tin	100.0	101.5	108.1	108.1	105.1	103.6	105.1	105.6	107.1	106.1	105.1	20.7
Marmalade, orange, 16 oz.	jar	100.0	118.3	130.3	130.3	129.6	129.6	128.9	128.9	128.9	128.9	128.9	17.5
Corn syrup, 2 lb.	tin	100.0	138.0	155.0	155.7	155.3	153.3	158.2	158.2	157.7	157.7	157.7	27.0
Sugar, granulated	lb.	100.0	132.3	132.3	132.3	132.3	132.3	132.3	132.3	132.3	132.3	132.3	8.6
Sugar, yellow	lb.	100.0	131.3	134.9	134.9	134.9	134.9	134.9	134.9	134.9	134.9	134.9	8.5
Coffee	lb.	100.0	141.6	131.1	131.1	131.1	131.1	131.4	131.7	131.7	131.7	131.7	44.5
Tea, black, ½ lb.	pkg.	100.0	145.2	131.6	131.6	131.6	131.6	131.6	131.6	131.6	131.6	131.6	38.7

* Descriptions and units of sale apply to January 1946 prices.

† Nominal price.

TABLE IV—RETAIL PRICES OF STAPLE FOODS,

	Beef					Pork															
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.	Veal, boneless fronts, per lb.	Lamb, leg roast, per lb.	Fresh loins per lb.	Fresh shoulder per lb.	Bacon, side, med., sliced, per lb.	Lard, pure per lb.	Shortening, vegetable, per lb. package	Eggs, grade "A," medium or larger, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian, mild, per lb.	Bread, plain, white, per lb.	Flour, first grade per lb.	Rolled oats, bulk, per lb.	Corn flakes, 8 oz. package	
P.E.I.—	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1—Charlottetown.....	43.9	40.6	38.1	28.0	21.8	....	42.8	38.4	32.4	45.1	19.5	20.1	48.7	9.0	42.6	34.9	7.3	4.6	6.0	10.0
Nova Scotia—																					
2—Halifax.....	45.2	42.0	39.0	26.9	23.9	24.3	45.9	39.6	26.2	46.3	19.6	19.8	53.1	11.0	42.8	35.7	8.0	4.5	6.2	9.9	
3—New Glasgow.....	45.7	43.1	42.3	26.8	23.4	....	47.2	40.3	30.6	46.9	19.4	19.9	53.6	10.0	43.4	36.5	7.3	4.8	6.1	10.0
4—Sydney.....	48.7	42.6	36.4	29.7	24.3	....	46.3	40.5	31.0	46.3	19.6	19.9	56.5	12.0	43.1	35.7	7.3	4.5	5.7	9.9
5—Truro.....	45.8	40.8	36.5	28.2	17.9	....	46.4	39.4	29.2	45.6	19.8	20.3	55.0	10.0	42.9	36.5	6.7	4.9	6.0	9.9
New Brunswick—																					
6—Fredericton.....	45.0	42.4	46.4	27.0	20.3	29.7	46.0	39.4	31.3	48.3	19.9	19.8	50.1	10.0	42.4	34.7	7.3	4.8	6.3	9.4	
7—Moncton.....	45.6	41.4	40.9	27.1	21.0	....	46.6	38.5	30.1	48.3	18.8	19.8	50.6	10.0	42.4	34.9	8.0	4.5	5.9	10.0
8—Saint John.....	45.6	43.3	38.9	26.7	22.5	30.0	46.6	40.4	29.2	46.0	19.0	19.8	50.7	11.0	42.7	34.5	7.3	4.2	6.0	9.7	
Quebec—																					
9—Chicoutimi.....	41.7	38.2	38.0	28.0	22.0	....	45.7	29.1	29.5	50.6	20.0	....	53.3	10.0	40.3	33.4	6.7	4.3	....	9.9
10—Hull.....	41.2	38.9	37.1	25.3	19.5	30.3	42.7	32.4	28.7	46.6	17.8	19.4	49.6	10.0	39.6	30.7	5.3	3.8	5.5	9.4	
11—Montreal.....	42.9	39.9	43.4	24.2	20.3	26.5	43.6	34.2	27.2	46.9	18.7	19.2	48.1	10.5	40.6	34.1	6.0	3.8	5.6	9.3	
12—Quebec.....	42.0	38.2	41.5	24.0	19.1	30.3	42.1	34.0	27.0	44.8	19.1	19.5	48.1	10.0	40.9	34.2	5.5	3.6	5.9	9.5	
13—St. Hyacinthe.....	37.2	34.9	35.7	24.3	18.5	30.8	....	29.6	27.0	46.4	18.9	19.3	45.8	9.0	40.1	32.9	5.3	4.1	6.0	9.8
14—St. Johns.....	45.0	42.7	42.7	27.7	17.5	34.7	42.7	37.7	30.3	47.7	18.7	19.8	47.8	9.0	40.4	32.5	5.3	4.1	....	9.7
15—Sherbrooke.....	43.6	40.3	40.6	26.5	18.6	33.7	44.4	34.6	26.6	40.5	19.1	19.7	52.2	10.0	40.0	34.6	5.3	4.2	6.0	9.8	
16—Sorel.....	40.6	36.9	40.9	25.2	19.7	....	37.7	33.2	26.6	47.0	18.8	20.0	49.6	9.0	40.1	32.5	5.3	4.1	5.3	10.0
17—Thetford Mines.....	34.3	35.0	....	25.6	17.7	....	....	26.0	25.9	39.2	18.4	19.4	50.6	9.0	39.9	32.2	5.3	4.0	5.3	9.6
18—Three Rivers.....	40.1	37.0	36.0	24.7	20.8	....	40.7	29.3	25.7	47.0	18.4	19.8	47.4	10.0	40.1	34.5	6.0	4.0	5.5	9.6
Ontario—																					
19—Belleville.....	42.2	38.6	39.8	25.8	20.2	27.5	43.2	37.4	29.8	45.4	18.1	19.2	42.9	10.0	41.0	32.0	6.7	4.2	5.4	8.6	
20—Brantford.....	44.0	40.5	40.3	25.9	18.9	30.0	44.7	38.8	27.9	46.1	18.1	19.5	44.3	10.0	40.9	35.0	6.7	4.2	5.6	9.1	
21—Brockville.....	46.0	42.6	43.7	26.1	21.5	....	45.5	38.6	29.5	45.8	18.1	19.3	44.2	10.0	40.3	32.0	6.3	4.0	5.4	8.8
22—Chatham.....	42.9	39.3	40.7	25.6	20.6	30.4	42.5	37.4	32.2	46.9	18.0	19.3	42.7	10.0	40.3	35.4	5.3	4.1	5.2	8.6	
23—Cornwall.....	44.9	41.0	41.0	26.3	18.0	....	45.3	37.0	27.8	46.6	18.4	19.2	44.6	10.0	40.2	31.4	6.0	3.9	5.8	9.1
24—Fort William.....	43.4	39.7	37.6	25.4	22.0	....	43.4	....	46.1	18.0	19.2	48.7	11.0	40.8	33.1	6.0	3.9	5.1	8.8	
25—Galt.....	43.7	41.3	40.0	25.0	22.4	29.8	43.8	38.3	27.0	47.8	18.3	19.2	44.3	10.0	40.9	36.5	6.7	4.1	5.8	8.8	
26—Guelph.....	44.3	41.2	39.7	26.7	24.2	31.3	44.7	40.6	28.8	46.3	18.5	19.2	42.7	10.0	41.0	35.4	6.0	4.1	5.7	8.8	
27—Hamilton.....	44.3	40.7	41.8	25.5	22.8	29.7	44.5	40.5	29.1	48.3	18.3	19.1	46.8	11.0	41.3	36.8	6.0	4.2	5.6	8.8	
28—Kingston.....	43.1	38.8	39.9	25.6	18.7	28.0	43.4	38.0	27.3	45.7	17.7	19.1	48.4	10.0	40.1	32.1	6.0	4.3	5.4	9.2	
29—Kitchener.....	43.0	40.1	41.3	25.2	22.7	30.6	44.1	38.6	27.1	47.9	18.5	19.6	42.9	10.0	40.8	33.5	6.3	4.0	6.1	8.8	
30—London.....	43.6	40.2	41.1	25.5	22.0	30.2	43.6	39.4	26.1	46.0	18.6	19.3	45.1	10.0	40.9	33.6	6.0	4.0	5.5	8.8	
31—Niagara Falls.....	42.8	39.5	40.7	24.8	20.2	29.9	44.1	39.3	28.0	44.4	18.4	19.3	44.8	10.5	40.6	32.3	6.0	4.2	5.7	8.8	
32—North Bay.....	43.7	40.6	42.3	25.6	19.3	....	45.2	....	46.3	18.7	19.5	48.4	11.0	40.9	33.3	6.7	4.2	6.5	9.7	
33—Oshawa.....	43.4	41.0	42.6	25.4	22.1	30.6	44.3	41.1	27.6	46.6	18.1	19.4	46.4	10.0	41.1	33.5	6.0	4.0	5.6	8.9	
34—Ottawa.....	44.8	41.6	43.0	26.4	22.0	30.1	45.0	37.1	28.9	49.6	18.5	19.1	47.6	10.0	40.3	31.8	6.7	3.8	5.7	8.8	

COAL AND RENTALS IN CANADA, JANUARY, 1946

Canned Vegetables																Sugar		Coal		Rent (a)	
Tomatoes, choice, 2 1/2's (28 oz), per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin	Beans, common, dry white, per lb.	Onions, cooking per lb.	Potatoes, per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange per 32 oz. jar	Corn syrup, per 2 lb. tin	Granulated, per lb.	Yellow per lb.	Coffee, medium, per lb.	Tea, black, medium per 1/2 lb. package	Anthracite, per ton	Bituminous, per ton		
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$	
15-1	15-4	15-7	6-6	7-0	41-9	14-1	18-9	47-8	64-4	39-2	22-3	37-9	29-2	8-6	8-1	53-4	38-0	.....	11-90	24-00-28-00(b)	1
14-7	14-6	15-0	6-9	6-3	48-9	13-7	16-3	53-2	56-5	39-4	21-7	37-1	29-0	8-6	8-3	49-5	38-0	.....	12-63	27-50-31-50	2
15-0	14-8	14-7	6-8	6-2	48-9	13-5	16-8	51-9	54-2	39-6	.....	38-3	29-0	8-2	8-2	51-7	38-0	.....	.....	16-00-20-00	3
14-9	14-9	14-7	6-7	6-7	50-5	13-1	17-1	51-3	61-6	39-3	20-7	37-6	28-8	8-6	8-4	49-7	37-8	.....	7-08	18-00-22-00(b)	4
15-0	14-7	15-0	7-1	6-1	48-1	14-1	17-1	53-6	58-9	40-0	.....	37-6	29-9	8-7	8-7	50-3	38-0	.....	11-75	26-50-30-50	5
14-8	15-0	14-9	6-8	6-5	45-7	14-2	16-5	45-3	60-0	39-2	.....	39-0	29-3	8-5	8-3	49-6	38-0	.....	12-41	21-00-25-00(b)	6
14-9	15-0	15-0	6-8	6-3	46-5	13-9	17-4	47-3	53-1	.....	.....	37-7	.....	9-0	8-8	51-1	38-0	.....	11-91	26-00-30-00(b)	7
14-9	14-7	14-8	6-9	6-5	46-6	13-9	15-9	52-7	54-2	39-8	20-6	36-3	29-0	8-5	8-3	47-8	38-0	.....	13-03	20-50-24-50(b)	8
.....	15-3	15-0	6-9	8-0	51-3	15-7	.....	47-8	55-0	40-0	.....	39-4	28-4	8-6	8-2	53-0	39-6	18-00	.....	.....	9
13-7	14-5	14-9	7-4	6-1	51-1	13-6	17-2	38-5	47-2	36-8	.....	25-7	27-5	8-3	8-1	45-4	38-9	16-75	.....	15-50-19-50	10
13-6	14-1	14-4	6-9	6-3	49-3	14-3	17-0	43-8	44-6	37-7	20-0	35-0	27-1	8-0	7-9	47-0	39-6	16-75	.....	23-00-27-00(b)	11
14-2	14-6	14-6	6-8	7-0	49-3	14-6	17-0	45-9	52-3	38-2	20-3	36-6	28-6	8-1	7-9	43-6	39-9	16-00	.....	27-50-31-50(b)	12
13-8	14-7	15-2	7-4	7-4	55-0	14-2	17-3	46-4	48-4	39-3	.....	36-4	28-8	8-0	7-8	42-7	40-3	15-75	.....	16-00-20-00(b)	13
14-0	14-8	15-0	6-6	8-1	46-3	14-2	18-2	45-9	47-5	39-4	.....	37-3	28-3	8-0	7-9	41-6	40-0	15-50	.....	.....	14
13-8	14-9	15-2	6-5	6-4	48-3	14-3	17-9	46-8	45-7	39-7	.....	38-5	28-6	8-0	8-0	41-1	39-4	17-50	.....	20-00-24-00(b)	15
14-4	14-7	15-2	.....	7-3	52-5	15-4	17-2	44-0	54-0	41-6	19-0	37-6	29-4	7-9	7-7	46-7	39-4	16-25	.....	.....	16
14-3	14-5	15-6	6-6	6-9	53-7	14-9	16-5	47-4	47-6	39-5	.....	37-9	28-4	8-0	7-5	48-0	39-4	19-00	.....	14-00-18-00(b)	17
14-5	14-4	14-6	6-8	7-6	52-7	15-3	18-8	45-7	54-2	40-4	20-0	37-6	28-5	8-4	8-0	47-4	40-0	16-00	.....	20-00-24-00(b)	18
13-0	14-1	14-8	6-1	6-1	49-3	.....	16-1	43-4	51-4	37-2	.....	33-5	26-5	8-4	8-3	44-1	39-0	16-00	.....	.....	19
14-2	14-2	14-7	6-7	6-0	50-7	.....	16-0	48-7	46-6	36-3	.....	33-3	26-3	8-4	8-3	46-3	39-3	16-00	.....	22-00-26-00	20
14-1	14-1	14-5	6-8	6-4	50-0	.....	15-7	47-6	53-1	35-3	.....	35-4	27-7	8-3	8-1	44-9	38-4	16-00	.....	20-00-24-00	21
14-4	14-7	14-8	6-0	5-4	51-6	.....	.....	38-5	44-7	.....	.....	33-6	26-3	8-6	8-5	41-5	38-3	16-00	.....	21-50-25-50	22
14-6	14-7	15-0	6-7	6-5	49-0	.....	.....	38-8	49-0	.....	.....	34-7	26-6	8-2	8-2	45-3	38-6	16-50	.....	23-00-27-00(b)	23
14-2	14-4	14-5	6-5	6-7	46-5	14-0	17-2	45-3	60-7	37-7	20-2	35-0	26-0	8-7	8-6	41-9	38-1	16-80	.....	25-50-29-50	24
14-1	14-3	14-4	6-7	6-7	50-5	.....	15-3	44-1	51-0	37-0	19-3	32-8	25-6	8-5	8-3	44-2	39-4	16-00	.....	22-00-26-00	25
14-2	14-4	14-9	6-5	5-8	50-6	.....	16-1	42-4	50-0	35-8	19-3	32-9	25-8	8-5	8-4	43-2	38-6	16-00	.....	22-50-26-50	26
13-7	13-9	14-3	6-4	6-4	51-1	.....	16-1	47-1	56-8	35-2	.....	32-9	26-0	8-1	8-1	42-7	39-2	15-50	.....	26-00-30-00	27
13-5	13-9	14-4	6-7	6-2	48-9	14-4	14-8	46-0	46-5	37-3	.....	34-8	26-6	8-1	7-9	43-5	38-9	16-00	.....	29-50-33-50	28
14-4	14-3	14-6	6-7	5-7	50-5	.....	15-7	39-4	49-8	35-8	19-3	33-2	25-7	8-6	8-5	41-4	39-4	16-00	.....	26-50-30-50	29
14-3	14-5	14-9	6-5	6-0	51-7	.....	13-9	42-5	46-3	35-8	.....	32-9	25-4	8-6	8-4	43-6	39-3	16-50	.....	26-50-30-50	30
13-4	13-4	14-6	6-8	6-0	50-6	.....	16-3	42-7	48-3	35-8	.....	34-4	25-4	8-6	8-6	44-3	39-5	14-63	.....	25-00-29-00	31
14-2	14-2	14-4	6-3	6-4	51-1	.....	18-7	48-4	49-4	38-7	20-7	35-1	28-0	9-0	8-9	49-7	39-6	17-25	.....	23-00-27-00	32
13-5	13-6	14-3	7-2	6-0	50-1	.....	15-6	41-8	49-9	.....	.....	34-2	25-5	8-6	8-3	46-4	39-4	16-00	.....	24-50-28-50	33
14-3	14-4	14-7	6-8	6-4	49-9	.....	16-8	45-3	49-9	37-7	.....	35-6	27-4	8-2	8-0	43-9	39-0	16-75	.....	31-00-35-00	34

TABLE IV—RETAIL PRICES OF STAPLE FOODS

	Beef					Pork		Lamb, leg roast, per lb.	Veal, boneless fronts, per lb.	Fresh loins per lb.	Fresh shoulder per lb.	Bacon, side, med., sliced per lb.	Lard, pure per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A", medium or large, per dozen	Milk, per quart	Butter, creamery, printa, per lb.	Cheese, Canadian, mild, per lb.	Bread, plain, white, per lb.	Flour, first grade per lb.	Rolled oats, bulk, per lb.	Corn flakes, 8 oz. package
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.	cts.	t															
35—Owen Sound.....	42.3	39.6	39.8	26.0	22.8	...	...	38.3	27.0	46.6	18.4	19.3	40.5	10.0	39.9	...	...	6.0	4.1	5.3	9.4
36—Peterborough.....	45.0	41.5	42.0	25.8	21.8	32.0	44.5	41.3	27.6	46.9	18.6	19.1	42.8	10.0	40.9	34.4	...	6.0	4.3	5.5	8.5	
37—Port Arthur.....	42.8	39.2	38.8	24.8	22.4	29.3	42.6	37.7	28.7	48.4	17.7	18.9	48.6	11.0	40.5	34.2	...	6.3	4.1	5.3	9.0	
38—St. Catharines.....	43.3	40.1	41.3	25.3	20.5	30.7	44.2	41.2	26.0	47.4	18.3	19.2	46.8	10.5	40.8	35.5	...	6.0	4.2	5.6	9.0	
39—St. Thomas.....	44.1	40.6	41.3	25.4	23.0	30.1	44.7	39.8	29.2	46.2	18.6	19.6	44.2	10.0	41.4	33.6	...	6.0	4.2	6.0	9.3	
40—Sarnia.....	43.3	40.4	41.6	27.7	22.7	...	43.3	37.0	29.8	45.8	18.5	19.5	46.3	10.0	41.7	33.5	...	6.0	4.0	6.2	9.3	
41—Sault Ste. Marie.....	43.1	40.0	39.0	26.5	22.1	...	42.0	38.4	...	46.6	18.3	19.3	51.2	11.0	40.0	32.5	...	6.7	4.0	5.7	8.9	
42—Stratford.....	41.4	39.8	39.4	25.5	23.0	...	38.2	27.6	45.8	18.2	20.0	41.6	10.0	40.7	34.3	...	...	5.3	3.9	5.8	9.1
43—Sudbury.....	42.6	39.7	39.7	25.4	23.3	27.6	40.6	37.7	29.3	44.9	18.8	19.6	49.7	11.0	40.0	34.6	...	6.7	4.1	6.4	9.1	
44—Timmins.....	44.4	41.3	42.1	26.6	21.6	29.7	42.0	39.0	26.3	44.4	19.0	19.6	50.1	12.0	39.8	34.6	...	6.7	4.3	5.4	9.4	
45—Toronto.....	44.2	40.4	42.0	26.4	22.8	30.5	44.5	40.6	24.9	49.8	18.2	19.2	47.1	11.0	41.0	37.5	...	6.7	4.2	5.4	8.6	
46—Welland.....	41.3	38.6	41.0	25.7	21.9	29.7	...	39.0	28.4	43.9	18.3	19.5	44.8	11.0	41.2	35.9	...	6.7	4.2	5.1	8.8	
47—Windsor.....	43.5	39.9	41.6	25.0	23.3	31.0	43.5	39.6	28.7	45.8	18.6	19.2	46.6	11.0	40.5	35.3	...	6.0	4.1	5.3	8.8	
48—Woodstock.....	42.7	39.4	39.8	25.0	18.6	...	44.3	37.6	26.0	44.9	18.2	19.1	43.1	10.0	40.6	32.5	...	6.0	3.8	5.9	8.8	
Manitoba—																						
49—Brandon.....	42.8	38.4	40.2	25.0	19.8	...	42.7	37.5	26.0	46.3	16.7	20.8	43.4	10.0	38.5	34.3	...	7.1	3.8	5.7	9.0	
50—Winnipeg.....	42.2	37.7	35.4	24.7	21.0	26.9	40.8	37.4	28.6	48.6	17.2	19.6	45.8	9.0	38.3	34.5	...	8.0	3.7	5.2	8.8	
Saskatchewan—																						
51—Moose Jaw.....	42.7	38.0	38.6	24.0	18.4	...	41.8	35.0	26.0	45.7	16.1	20.7	44.7	11.0	38.1	35.7	...	7.2	3.7	...	8.8	
52—Prince Albert.....	38.6	35.6	36.3	23.4	17.4	...	36.7	...	...	43.3	16.7	20.2	49.7	10.0	38.9	34.3	...	6.0	4.0	...	8.7
53—Regina.....	41.3	37.9	38.1	24.2	21.4	26.0	41.0	35.2	25.0	42.9	16.4	21.8	43.5	10.0	38.0	34.7	...	6.8	3.9	...	9.1	
54—Saskatoon.....	41.3	38.0	36.3	24.9	19.5	27.4	39.7	35.1	27.3	43.4	16.4	20.0	44.7	10.0	37.7	34.8	...	7.2	3.7	5.5	8.9	
Alberta—																						
55—Calgary.....	43.2	38.9	39.9	24.8	21.4	26.7	40.5	...	...	48.4	16.4	20.2	43.6	10.0	38.9	36.4	...	7.2	3.9	5.4	8.7
56—Drumheller.....	41.7	37.7	38.3	25.3	20.3	...	35.7	26.7	44.6	17.4	21.5	44.0	10.0	39.9	38.5	...	...	8.0	4.4	5.4	8.9
57—Edmonton.....	40.7	36.4	38.3	22.8	20.2	26.2	37.1	36.0	26.4	45.7	16.4	20.5	43.7	10.0	38.8	35.3	...	7.2	3.8	5.3	8.7	
58—Lethbridge.....	41.2	37.2	37.0	24.0	17.4	25.0	40.5	36.4	27.0	44.0	16.3	21.1	44.2	10.0	38.9	35.2	...	8.0	3.9	...	8.7	
British Columbia—																						
59—Nanaimo.....	48.6	19.3	20.5	40.7	12.0	41.0	37.3	9.0	4.4	...	9.4
60—New Westminster.....	45.0	40.3	41.8	25.6	23.8	29.7	42.9	39.4	27.4	48.1	18.2	20.1	39.6	10.0	40.9	35.4	...	8.0	4.2	6.0	9.2	
61—Prince Rupert.....	44.5	41.3	43.0	26.0	23.7	...	44.3	...	...	49.8	18.4	20.9	47.9	15.0	41.5	38.0	...	10.0	4.9	...	9.7
62—Trail.....	44.5	40.7	43.8	25.8	25.0	28.6	44.4	40.3	29.1	46.4	18.1	22.7	51.2	13.0	40.9	34.8	...	9.0	4.0	5.7	9.3	
63—Vancouver.....	46.8	41.9	42.3	26.3	25.3	27.8	43.5	39.3	28.9	49.3	18.1	19.1	40.3	10.0	40.6	35.4	...	9.6	4.1	5.7	8.9	
64—Victoria.....	45.3	41.7	43.7	26.7	23.9	31.4	44.7	40.3	29.9	46.2	18.8	20.6	41.7	11.0	40.9	36.1	...	9.0	4.3	6.5	8.9	

(a) The basis of these figures is the record of rents collected in the 1941 census of housing. The movement since then has been determined from reports from real estate agents, the census averages being adjusted in accordance with the changes indicated by these reports.
 (b) Rents marked (b) are for apartments or flats. Other rent figures are for single houses. Apartment or flat rents have been shown where this type of dwelling is more common than single houses.

COAL AND RENTALS IN CANADA, JANUARY, 1946

Canned Vegetables																Sugar		Coal		Rent (a)	
Tomatoes, choice, 2½ lb (28 oz), per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin	Beans, common, dry white, per lb.	Onions, cooking per lb.	Potatoes, per 10 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange per 32 oz. jar	Corn syrup, per 2 lb. tin	Granulated, per lb.	Yellow per lb.	Coffee, medium, per lb.	Tea, black, medium per ½ lb. package	Anthracite, per ton	Bituminous, per ton		
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$	
.....	14-0	14-3	6-5	5-6	52-7	.....	14-8	49-2	50-1	.....	.....	34-1	25-9	8-5	8-4	48-0	39-2	16-50	.....	16-00-20-00	35
13-4	13-8	14-7	6-2	5-9	50-3	.....	15-8	41-7	54-0	38-3	.....	34-3	26-6	8-6	8-5	43-3	39-0	16-75	.....	24-00-28-00	36
14-0	14-5	14-3	6-3	6-5	48-4	14-6	17-3	46-5	56-2	38-0	21-1	35-6	25-4	8-5	8-4	41-2	38-1	16-80	.....	23-00-27-00	37
13-2	13-4	13-6	6-3	6-2	50-6	.....	15-3	41-7	49-4	36-7	17-7	33-1	26-4	8-5	8-2	43-6	39-1	15-75	.....	27-00-31-00	38
14-1	14-4	14-6	6-9	6-5	51-3	.....	14-8	48-8	47-9	35-2	.....	33-5	26-3	8-7	8-6	45-2	40-0	16-00	.....	21-00-25-00	39
14-3	14-4	15-1	6-9	6-2	51-5	.....	14-2	47-2	46-4	37-3	.....	33-6	26-6	8-8	8-7	44-8	39-4	16-50	.....	23-00-27-50	40
14-6	14-7	14-8	5-9	5-6	52-3	13-3	16-2	43-2	48-5	37-0	19-7	34-3	26-6	8-6	8-6	41-0	39-0	17-00	.....	23-00-27-00	41
14-5	14-3	14-7	6-3	6-0	51-4	.....	14-8	44-7	46-3	35-6	.....	33-8	26-4	8-8	8-6	45-4	38-7	16-00	.....	21-00-25-00	42
14-4	14-5	14-8	6-3	6-1	53-0	.....	17-1	45-3	52-6	39-0	.....	34-8	28-5	8-8	8-5	44-9	38-8	17-75	.....	28-00-32-00	43
14-9	14-5	14-9	6-4	6-3	54-6	.....	17-0	49-1	54-5	38-2	.....	35-0	27-9	8-8	8-8	40-3	38-8	19-50	.....	26-50-30-50	44
13-5	13-7	14-2	6-2	5-9	50-6	14-4	15-8	44-3	48-3	35-3	.....	31-8	25-5	8-2	8-0	44-7	38-6	15-50	.....	32-50-36-50	45
13-6	13-4	14-5	8-5	5-8	51-0	.....	15-1	44-0	48-1	36-0	18-3	32-8	27-1	8-3	8-3	41-0	39-1	15-50	.....	.....	46
13-9	14-9	14-8	6-4	6-0	51-1	.....	15-2	39-8	45-2	35-7	19-7	33-3	26-5	8-2	8-0	42-1	38-6	16-00	.....	25-00-29-00	47
14-3	14-1	14-4	6-2	6-5	50-3	.....	15-1	38-4	48-7	36-3	21-5	34-6	26-3	8-6	8-6	45-6	39-1	16-00	.....	22-00-26-00	48
15-4	14-8	15-5	7-1	6-6	42-9	13-4	16-1	43-4	48-1	.....	21-6	36-7	25-0	9-2	9-0	45-3	38-0	.....	8-45	21-00-25-00	49
15-3	15-5	15-9	7-4	6-1	42-6	12-4	16-2	45-2	43-3	39-6	22-2	36-4	24-8	9-0	8-9	37-5	37-8	.....	12-95	26-00-30-00	50
16-7	15-1	15-5	6-9	6-1	42-3	.....	16-7	41-7	48-6	.....	22-7	35-6	27-2	9-3	9-3	43-0	39-0	.....	10-30	22-50-26-50	51
16-3	15-8	16-3	7-5	7-0	40-8	14-5	17-5	44-6	48-3	40-6	23-1	38-3	28-6	9-9	9-6	41-2	38-0	.....	10-50	19-50-23-50	52
16-5	15-4	15-4	7-0	7-0	42-5	14-1	17-5	41-4	46-4	40-0	21-7	36-8	28-0	9-4	9-7	42-6	38-0	.....	11-50	28-50-32-50	53
17-2	16-2	16-8	7-3	6-8	42-4	15-1	17-3	47-4	54-5	.....	22-3	37-1	27-3	9-7	9-8	45-0	37-8	.....	10-10	22-00-26-00	54
15-0	14-3	15-1	7-4	6-4	52-4	13-9	17-3	43-3	57-4	36-2	20-6	34-0	26-4	9-0	9-5	41-5	37-7	.....	8-25	26-00-30-00	55
17-6	15-9	16-5	7-6	6-5	50-4	13-3	16-7	40-8	55-3	40-4	22-7	35-7	28-0	9-5	9-7	43-0	38-0	.....	.....	21-00-25-00	56
15-2	14-8	15-3	7-5	6-8	50-1	13-6	16-8	46-9	52-2	38-2	21-2	34-4	25-9	9-2	9-2	43-5	37-6	.....	5-40	24-50-28-50	57
15-5	13-9	14-7	7-2	6-3	47-0	.....	16-2	44-2	52-0	.....	20-9	34-0	26-2	9-3	9-5	44-0	37-5	.....	4-90	22-00-26-00	58
14-9	14-7	15-0	8-3	6-3	52-7	.....	14-9	39-0	46-0	.....	20-1	31-0	25-0	8-9	8-8	40-9	38-1	.....	.....	17-00-21-00	59
14-9	14-4	15-0	7-5	6-3	50-0	11-8	15-4	42-9	42-6	37-5	20-4	33-4	24-9	8-0	8-0	36-5	38-0	.....	13-00	20-50-24-50	60
15-9	15-9	16-5	8-1	7-2	60-1	13-4	16-8	57-2	56-1	38-0	21-2	32-0	26-5	8-7	8-6	44-3	38-7	.....	13-65	20-00-24-00	61
15-0	15-3	16-4	8-5	6-3	53-0	.....	17-0	42-9	50-6	36-5	21-6	34-5	27-7	8-9	8-8	39-6	37-7	.....	10-75	23-00-27-00	62
14-6	14-7	14-8	7-6	6-5	50-8	13-9	16-0	45-9	43-3	36-0	19-7	30-6	24-4	8-0	8-1	39-3	37-8	.....	13-00	23-50-27-50	63
15-0	14-9	14-9	7-7	6-7	54-4	.....	16-2	43-1	44-3	36-5	20-1	31-3	24-9	8-9	8-5	43-0	38-1	.....	13-25	21-00-25-00	64

(a) The basis of these figures is the record of rents collected in the 1941 census of housing. The movement since then has been determined from reports from real estate agents, the census averages being adjusted in accordance with the changes indicated by these reports.
 (b) Rents marked (b) are for apartments or flats. Other rent figures are for single houses. Apartment or flat rents have been shown where this type of dwelling is more common than single houses.

rents and services. This index is now being included in Table I.

The accompanying chart shows the trend of the cost of living and wholesale prices since the beginning of the present war compared with the trend in the period of 1914-1922.

Explanatory Note as to Cost-of-living Index

The index number of the cost of living was constructed on the basis of a survey of expenditure by 1,439 families of wage-earners and salaried workers with earnings between \$600 and \$2,800 in 1938. The average expenditure was \$1,413.90, divided as follows: food (31.3 per cent), \$443; shelter (19.1 per cent), \$269.50; fuel and light (6.4 per cent), \$90.50; clothing (11.7 per cent), \$165.80; home-furnishings (8.9 per cent), \$125.70; miscellaneous (22.6 per cent), \$319.40.

The last-named group includes health (4.3 per cent), \$60.80; personal care (1.7 per cent), \$23.90; transportation (5.6 per cent), \$79.30; recreation (5.8 per cent), \$82.10; life insurance (5.2 per cent), \$73.30. Other expenditure not directly represented in the index brought the total family living expenditure to \$1,453.80.

A description of the cost-of-living index, how it is calculated, and the complete list of items included in each of the principal groups, food, fuel, rent, clothing, home-furnishings, etc., with their weight, was published in the LABOUR GAZETTE for July, 1943, page 1057.

The control of prices under an Order in Council of November 1, 1941, P.C. 8527, became effective on December 1, 1941 (L.G., 1941, page 1371). The order provided that no person should sell any goods or supply services at prices higher than during the period September 15 to October 11, 1941, except under the regulations of the Wartime Prices and Trade Board. The activities of the Board in the operation of the price control policy are summarized from time to time in the LABOUR GAZETTE.

Wholesale Prices, December, 1945

The general wholesale price index of the Dominion Bureau of Statistics rose 0.2 points to 103.3 in December; this index was 0.8 points above that for December, 1944. Vegetable products advanced from 96.6 to 97.0 during December reflecting higher prices for potatoes, onions, raw leaf tobacco, oranges

TABLE V.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA. CALCULATED BY THE DOMINION BUREAU OF STATISTICS

1926=100

	1913	1918	1920	1922	Dec. 1925	Dec. 1929	Dec. 1933	Dec. 1940	Dec. 1941	Dec. 1942	Dec. 1943	Dec. 1944	Nov. 1945	Dec. 1945
All commodities.....	64.0	127.4	155.9	97.3	97.9	96.0	69.0	84.2	93.5	97.0	102.5	102.5	103.1	103.3
Classified according to chief component material—														
I. Vegetable Products.....	58.1	127.9	167.0	86.2	95.0	93.9	60.4	70.8	80.2	86.0	94.8	95.0	96.6	97.0
II. Animals and Their Products.....	70.9	127.1	145.1	96.0	100.0	109.8	63.7	83.5	98.8	105.0	109.6	106.0	109.8	108.9
III. Fibres, Textiles and Textile Products.....	58.2	157.1	176.5	101.7	96.2	89.6	71.7	84.4	94.9	91.9	91.9	91.7	91.8	91.8
IV. Wood, Wood Products and Paper.....	63.9	89.1	154.4	106.3	99.0	93.2	64.4	91.3	99.2	103.1	115.9	118.3	117.6	117.6
V. Iron and Its Products.....	68.9	156.9	168.4	104.6	99.3	93.4	86.7	96.3	112.9	115.8	116.0	117.1	115.5	115.2
VI. Non-Ferrous Metals and Their Products.....	98.4	141.9	135.7	97.3	95.7	96.5	66.5	77.7	77.6	79.7	79.7	79.7	*81.6	81.6
VII. Non-Metallic Minerals and Their Products.....	56.8	82.3	112.2	107.0	103.1	93.4	85.8	90.8	98.5	99.5	102.3	102.7	101.4	101.7
VIII. Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	99.3	95.1	80.8	90.8	104.1	101.1	100.1	100.1	98.9	98.8
Classified according to purpose—														
I. Consumers Goods.....	62.0	102.7	136.1	96.9	97.3	95.3	73.3	85.2	95.3	96.5	97.7	97.0	98.6	98.4
Foods, Beverages and Tobacco.....	61.8	119.0	150.8	90.2	99.0	103.3	67.4	81.8	94.6	100.8	103.2	100.6	104.6	104.0
Other Consumers Goods.....	-62.2	91.9	126.3	101.4	96.1	90.0	77.3	87.5	95.8	93.6	94.1	94.6	94.6	94.6
II. Producers Goods.....	67.7	133.3	164.8	98.8	97.8	95.9	64.3	79.1	85.7	90.0	99.5	100.2	99.6	100.4
Producers' Equipment.....	55.1	81.9	108.6	104.1	110.4	96.2	87.2	102.2	108.6	110.1	117.5	120.0	118.6	119.1
Producers Materials.....	69.1	139.0	171.0	98.2	96.4	95.9	61.8	76.5	83.2	87.8	97.5	98.0	97.5	98.3
Building and Construction Materials.....	67.0	100.7	144.0	108.7	97.8	97.9	80.6	98.0	112.9	117.2	126.7	127.9	122.6	122.7
Manufacturers' Materials.....	69.5	148.1	177.3	95.8	96.1	95.5	58.6	72.9	78.2	82.8	92.5	92.9	93.3	94.2
Classified according to origin—														
I. Farm—														
A. Field.....	59.2	134.7	176.4	91.2	95.2	91.5	60.3	69.6	79.0	82.7	90.5	90.3	91.6	91.8
B. Animal.....	70.1	129.0	146.0	95.9	99.8	106.7	65.3	84.5	96.8	100.9	102.2	100.4	102.6	102.4
Farm (Canadian).....	64.1	132.6	160.6	88.0	97.7	104.5	56.6	67.1	74.6	87.1	104.6	103.3	106.1	106.3
II. Marine.....	65.9	111.6	114.1	91.7	103.7	107.0	66.8	82.9	108.2	120.2	138.0	130.5	132.9	132.9
III. Forest.....	60.1	89.7	151.3	106.8	99.0	93.1	64.7	90.9	98.8	102.6	115.2	117.5	116.9	116.9
IV. Mineral.....	67.9	115.2	134.6	106.4	100.2	92.3	82.2	82.2	97.7	98.8	100.2	100.7	99.2	99.6
All raw (or partly manufactured).....	63.8	120.8	154.1	94.7	98.2	98.9	58.9	76.1	85.6	92.8	104.3	103.6	105.1	105.3
All manufactured (fully or chiefly).....	64.8	127.7	156.5	100.4	97.5	93.2	72.0	83.0	92.2	92.6	93.8	93.7	94.1	94.1

* Revised to 81.6 as from Oct. 1945.

TABLE VI.—INDEX NUMBERS OF WHOLESALE PRICES AND COST OF LIVING IN CANADA AND OTHER COUNTRIES
(Base figure 100 except where noted)

Country:	Canada		United States		United Kingdom		Switzerland		South Africa		Australia		New Zealand	
	Wholesale, Dominion Bureau of Statistics	Cost of Living, Bureau of Statistics	Wholesale, Bureau of Labor Statistics	Cost of Living, Bureau of Labor Statistics	Wholesale, Board of Trade	Cost of Living, Ministry of Labour	Wholesale, Federal Labour Department	Cost of Living, Federal Labour Department	Wholesale, Census and Statistics Office	Cost of Living, Census and Statistics Office	Wholesale, Commonwealth Statistician	Cost of Living, Commonwealth Statistician	Wholesale, Government Statistician	Cost of Living, Government Statistician
Number of Commodities:	508	889	200	78	188	1910=1000	1910=1000	1936-1939=1000	1936-1939=1000	1936-1939=1000	1936-1939=1000	1936-1939=1000	1936-1939=1000	1936-1939=1000
Base Period:	1926	1926	1930	July 1914	July 1914	July 1914	July 1914	July 1914	July 1914	July 1914	July 1914	July 1914	July 1914	July 1914
1913.....	64.0	70.1	69.8	(g) 100	(g) 100	(f) 100	(h) 100	1125	814	718	828	718	828	(b)
1914.....	65.5	79.7	68.5	71.2	123	72.5	1294	1090	855	695	628	695	628	
1915.....	70.4	80.7	84.5	146	176	77.9	1533	1270	908	805	855	805	855	
1916.....	84.3	107.0	137.5	203	203	101.6	1793	1533	984	1024	855	1024	855	
1917.....	124.3	102.4	131.3	215	215	107.3	204	1793	1094	1225	855	1225	855	
1918.....	137.4	123.5	138.4	249	249	123.8	224	2514	1455	1252	855	1252	855	
1919.....	155.9	145.5	167.4	236	236	145.5	260	1805	1455	1524	855	1524	855	
1920.....	160.0	129.4	167.4	193	193	129.7	180	1445	1370	1438	855	1438	855	
1921.....	107.3	120.3	106.7	172	172	116.7	182	1357	1069	1163	855	1163	855	
1922.....	100.0	121.5	106.7	166	166	136.4	181	1357	1069	1083	855	1083	855	
1923.....	89.4	120.7	98.7	184	184	128.3	181	1357	1069	983	855	983	855	
1924.....	83.6	120.7	85.2	157	157	119.4	158	1305	1069	983	855	983	855	
1925.....	80.0	120.8	85.2	140	140	109.4	137	1305	1069	983	855	983	855	
1926.....	78.4	102.2	78.6	155	155	102.3	107	1047	932	983	855	983	855	
1927.....	75.0	105.6	77.1	158	158	100.3	138	1174	1000	1036	855	1036	855	
1928.....	82.4	105.6	76.6	184	184	102.8	151	1146	909	1071	855	1071	855	
1929.....	92.9	117.7	87.3	199	199	105.2	171	1308	1072	1105	855	1105	855	
1930.....	93.7	117.7	88.8	200	200	108.2	193	1308	1172	1041	855	1041	855	
1931.....	93.0	117.7	88.8	156.4	156.4	116.2	205	1580	1172	1131	855	1131	855	
1932.....	106.0	118.0	103.1	199	199	123.6	205	1706	1244	1416	855	1416	855	
1933.....	102.5	118.5	104.0	201	201	125.6	208	1766	1288	1513	855	1513	855	
1934.....	102.5	118.5	104.7	177.0	177.0	127.0	208	1766	1388	1513	855	1513	855	
1935.....	102.3	118.6	104.9	167.2	167.2	127.0	209	1775	1388	1513	855	1513	855	
1936.....	102.3	118.6	105.2	157.2	157.2	127.0	209	1775	1315	1513	855	1513	855	
1937.....	102.6	118.7	105.2	157.2	157.2	127.0	209	1775	1315	1513	855	1513	855	
1938.....	103.0	118.7	105.7	157.2	157.2	127.1	209	1775	1315	1513	855	1513	855	
1939.....	103.4	118.7	105.7	158.4	158.4	127.1	210	1775	1315	1513	855	1513	855	
1940.....	103.2	119.6	106.1	158.4	158.4	129.0	210	1775	1315	1513	855	1513	855	
1941.....	103.2	119.6	106.1	170.8	170.8	129.0	210	1775	1315	1513	855	1513	855	
1942.....	103.2	119.6	106.1	170.8	170.8	129.0	210	1775	1315	1513	855	1513	855	
1943.....	103.2	119.6	106.1	170.8	170.8	129.0	210	1775	1315	1513	855	1513	855	
1944.....	102.5	118.5	104.0	170.8	170.8	129.0	210	1775	1315	1513	855	1513	855	
1945.....	102.3	118.6	104.9	169.6	169.6	128.3	209	1775	1315	1513	855	1513	855	
1946.....	103.1	118.9	105.2	169.6	169.6	128.3	209	1775	1315	1513	855	1513	855	
1947.....	103.1	118.9	105.2	169.6	169.6	128.3	209	1775	1315	1513	855	1513	855	
1948.....	103.1	118.9	105.2	169.6	169.6	128.3	209	1775	1315	1513	855	1513	855	
1949.....	103.1	118.9	105.2	169.6	169.6	128.3	209	1775	1315	1513	855	1513	855	
1950.....	103.1	118.9	105.2	169.6	169.6	128.3	209	1775	1315	1513	855	1513	855	
1951.....	103.1	118.9	105.2	169.6	169.6	128.3	209	1775	1315	1513	855	1513	855	
1952.....	103.1	118.9	105.2	169.6	169.6	128.3	209	1775	1315	1513	855	1513	855	
1953.....	103.1	118.9	105.2	169.6	169.6	128.3	209	1775	1315	1513	855	1513	855	
1954.....	103.1	118.9	105.2	169.6	169.6	128.3	209	1775	1315	1513	855	1513	855	
1955.....	103.1	118.9	105.2	169.6	169.6	128.3	209	1775	1315	1513	855	1513	855	
1956.....	103.1	118.9	105.2	169.6	169.6	128.3	209	1775	1315	1513	855	1513	855	
1957.....	103.1	118.9	105.2	169.6	169.6	128.3	209	1775	1315	1513	855	1513	855	
1958.....	103.1	118.9	105.2	169.6	169.6	128.3	209	1775	1315	1513	855	1513	855	
1959.....	103.1	118.9	105.2	169.6	169.6	128.3	209	1775	1315	1513	855	1513	855	
1960.....	103.1	118.9	105.2	169.6	169.6	128.3	209	1775	1315	1513	855	1513	855	
1961.....	103.1	118.9	105.2	169.6	169.6	128.3	209	1775	1315	1513	855	1513	855	
1962.....	103.1	118.9	105.2	169.6	169.6	128.3	209	1775	1315	1513	855	1513	855	
1963.....	103.1	118.9	105.2	169.6	169.6	128.3	209	1775	1315	1513	855	1513	855	
1964.....	103.1	118.9	105.2	169.6	169.6	128.3	209	1775	1315	1513	855	1513	855	
1965.....	103.1	118.9	105.2	169.6	169.6	128.3	209	1775	1315	1513	855	1513	855	
1966.....	103.1	118.9	105.2	169.6	169.6	128.3	209	1775	1315	1513	855	1513	855	
1967.....	103.1	118.9	105.2	169.6	169.6	128.3	209	1775	1315	1513	855	1513	855	
1968.....	103.1	118.9	105.2	169.6	169.6	128.3	209	1775	1315	1513	855	1513	855	
1969.....	103.1	118.9	105.2	169.6	169.6	128.3	209	1775	1315	1513	855	1513	855	
1970.....	103.1	118.9	105.2	169.6	169.6	128.3	209	1775	1315	1513	855	1513	855	

(a) First of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New wartime price series on base December 1942=1000, computed quarterly beginning March, 1943. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Revised.

and hay, and these overbalanced weakness in rye. Non-metallic minerals were up from 101.4 to 101.7, supported by slightly higher prices for imported bituminous coal, gravel and crushed stone. The usual seasonal increase in freight rates for steel sheets moved the iron and steel group up from 115.1 to 115.2. Declines were noted in two groups. Animal products fell from 109.8 to 108.9 after a sharp reaction in egg quotations, which outweighed gains in live stock, poultry and silver fox skins. Chemicals and allied

products moved down from 98.9 to 98.8 due to decreases in sodium bicarbonate, copper sulphate, formaldehyde, and carbon black.

Canadian farm product prices rose 0.2 points to 106.3 in December, and had gained 3.0 points for the year. Main strength came from field products, in which an increase of 0.4 points to 94.9 reflected higher prices for potatoes, onions, raw leaf tobacco and hay. In the animal products section lower egg prices were mainly responsible for a decrease of 0.1 to 125.4.

Construction Industry in Canada, 1944

The Construction Branch of the Dominion Bureau of Statistics has published a statistical report on the activity of the construction industry during 1944.

The value of work performed by the Canadian construction industry in 1944 amounted to \$449,838,059 as compared with \$572,426,551 in the preceding year, a decrease of 21.4 per cent, according to returns received by the Dominion Bureau of Statistics from general, trade and subcontractors, municipalities, the Harbours Board, and Dominion and Provincial Government Departments. These figures cover alterations, maintenance and repairs, as well as new construction.

The value of building construction fell from \$301,884,888 in 1943 to \$220,299,940 in 1944. The construction of industrial buildings showed a sharp decline from \$140,396,554 to \$71,131,759, while the construction of armouries, barracks, hangars, etc., was reduced from \$58,216,173 to \$15,001,136. On the other hand, the value of residential building advanced from \$63,684,367 to \$83,927,360, institutional from \$13,148,233 to \$21,005,720, and commercial from \$26,439,561

to \$29,233,965. Construction work involving engineering, harbours, rivers, etc., declined from \$203,527,830 in 1943 to \$153,123,802.

In the industry as a whole, employment was provided for a total of 123,892 persons in 1944, recording a decrease of 31,408 from the total for the preceding year, while the aggregate of salaries and wages at \$197,703,984 was \$53,729,809 lower. The cost of materials used in 1944 was \$200,801,042, a decline in expenditure for this purpose of \$78,087,342. Reports received in 1944 totalled 16,121, an increase of 3,521 over the number received in 1943.

The influence of the war on the nature of building operations is shown in Table 1 which reveals the changes in the type of construction work undertaken during the war years.

General, trade and subcontractors were responsible for \$381,216,381 or 84.7 per cent of the value of work reported during 1944, Provincial Government Departments for \$36,520,088, Municipalities, \$23,782,546, Dominion Government Departments, \$7,014,450 and the Harbours Board, \$1,304,594.

TABLE 1—TYPE OF CONSTRUCTION 1939-1944

Type of Construction	1939	1940	1941	1942	1943	1944
Total Value of Construction.....	373,203,680	474,122,778	639,750,624	635,649,570	572,426,551	449,838,059
Building Construction.....	159,041,080	257,800,560	374,491,173	351,774,680	301,884,888	220,299,940
Residential.....	53,926,429	59,925,197	87,586,340	76,346,090	63,684,367	83,927,360
Institutional.....	21,214,315	17,208,419	15,174,464	14,246,025	13,148,233	21,005,720
Commercial.....	35,100,121	41,748,521	41,157,146	30,638,095	26,439,561	29,233,965
Industrial (includes factories, warehouses, mine buildings, etc.).....	36,654,828	80,624,101	177,698,268	159,346,630	140,396,554	71,131,759
Other (includes armouries, barracks, hangars, etc.).....	12,145,387	58,294,322	52,874,955	71,197,840	58,216,173	15,001,136
Engineering, Harbours, Rivers, etc.....	168,302,939	164,831,545	200,656,038	217,279,062	203,527,830	153,123,802
Streets, highways, etc.....	86,666,394	60,468,279	68,358,529	59,619,536	66,582,959	68,381,994
Bridges, watermains, sewers, dams, reservoirs, etc.....	25,582,167	23,093,053	40,490,145	34,044,730	30,256,377	22,020,560
Electric stations and transmission lines.....	27,520,189	33,718,009	37,090,038	60,697,808	30,843,814	19,919,488
Docks, wharves, piers, etc.....	9,232,258	4,809,071	6,475,872	10,099,471	10,282,332	5,819,364
Other engineering (includes landing fields, parks, canals, dredging, pile driving, etc.).....	19,301,931	42,743,133	48,241,454	52,817,517	65,562,348	36,982,396
Building Trades.....	45,859,661	51,490,673	64,603,413	66,595,828	67,013,833	76,414,317

TABLE 2—COMPARISON OF THE PRINCIPAL STATISTICS OF THE CONSTRUCTION INDUSTRY IN CANADA, 1943 AND 1944

	1943	1944	+Increase -Decrease
Reports received.....	No. 12,600	16,121	+ 3,521
Salaried employees.....	No. 25,015	26,767	+ 1,752
Salaries.....	\$ 43,726,277	44,285,139	+ 558,862
Wage-earning employees (average).....	No. 130,285	97,125	- 33,160
Wages paid.....	\$ 207,707,516	153,418,845	- 54,288,671
Total employees.....	No. 155,300	123,892	- 31,408
Total salaries and wages paid.....	\$ 251,433,793	197,703,984	- 53,729,809
Cost of materials used.....	\$ 278,888,384	200,801,042	- 78,087,342
Value of work performed.....	\$ 572,426,551	449,838,059	-122,588,492
New construction (including subcontract work).....	\$ 422,423,651	265,819,003	-156,604,648
Alterations, maintenance and repairs.....	\$ 150,002,900	184,019,056	+ 34,016,156
Subcontract work performed.....	\$ 97,800,007	74,214,349	- 23,585,658
New construction.....	\$ 84,084,603	57,851,459	- 26,233,144
Alterations, maintenance and repairs.....	\$ 13,715,404	16,362,890	+ 2,647,486

"From the figures published in this report, it is impossible to get the total value of public construction, as general, trade, and subcontractors do not give a breakdown of their operations into public and private construction."

New construction was undertaken to the extent of \$265,819,003, which was a decrease of \$156,604,648 or 37.1 per cent, while alterations, maintenance and repairs, \$184,019,056, represented an increase of \$34,016,156 or 22.7 per cent. New residential construction (under which is included dwellings, single, semi-detached or double, duplexes and apartment houses) totalled \$67,480,008, an increase of \$15,107,951 or 28.8 per cent.

The 97,125 persons reported as wage-earners showed a decrease in number as com-

pared with the previous year, wages paid, \$153,418,845, were \$54,288,671 or 26.1 per cent lower. General, trade and subcontractors reported the employment of 70,910 wage-earners, Provincial Government Departments, 14,959, Municipalities, 8,583, Dominion Government Departments, 2,185 and the Harbours Board, 488. As might be expected, the number of wage-earners varied considerably during the year. August with 122,606 was the month of maximum employment and February with 72,321 the minimum.

The provinces of Ontario and Quebec dominated the construction picture. Together they reported 65.9 per cent of the value of work performed, 64.6 per cent of the employment given and 66.4 per cent of the salaries and wages paid.

Fatal Industrial Accidents in Canada During the Fourth Quarter of 1945

There were 319 fatal industrial accidents in the last quarter of 1945, according to the latest reports received by the Department of Labour. In the previous quarter there were 361, including 46 in a supplementary list.

These totals are compiled from reports received from provincial Workmen's Compensation Boards, the Board of Transport Commissioners, certain other official sources, and LABOUR GAZETTE correspondents. Newspaper reports are also used to supplement these data.

In the transportation and public utilities group 60 deaths were recorded. Of these 26 were in steam railways, 17 in water transportation, and 13 in local and highway transportation. In the previous quarter 96 deaths occurred in the transportation group, including 31 fatalities in steam railways, 12 in water

transportation, and 25 in local and highway transportation. There was no disaster (five or more deaths) similar to the elevator explosion at Port Arthur which caused 22 deaths in the previous quarter.

Industrial fatalities in manufacturing decreased to 60 from 67 in the previous quarter. There were 18 in iron, steel and products, and 11 in pulp, paper, and paper products. The remainder of the fatalities in the manufacturing group were divided in smaller numbers among the other manufacturing sub-groups.

Fatalities in the construction trades decreased to 33 from 46 in the previous quarter. Fatal accidents were fewer in highway and bridge construction, railway, and miscellaneous construction industries. Deaths in the construction of buildings and structures dropped to 24 from 27.

Of the 36 mining accidents, 21 were in metalliferous mining, nine in coal mining, and six in non-metalliferous mineral mining and quarrying. In the previous quarter 38 deaths were recorded in mining; 23 of them in metalliferous mining.

In trade, fatalities increased to 20 from six in the previous quarter. Four deaths resulted from hold-ups.

Agricultural fatalities went down from 42 to 30. However, logging accidents increased sharply to 46—a rise of 20 over the previous quarter. There were four unclassified industrial deaths.

Ontario (see Table II) registered the highest number of industrial fatalities with 130. There were 32 in manufacturing and 28 in transportation. Quebec had 65 industrial deaths, including 15 in manufacturing and 11 in transportation. Sixty accidents occurred in British Columbia, 26 of which were in logging. Six of the 18 industrial fatalities occurring in Alberta were in agriculture.

Of the total of 319 deaths, 118 occurred in October, 107 in November, and 94 in December.

TABLE I.—FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE FOURTH QUARTER OF 1945 BY GROUPS OF INDUSTRIES AND CAUSES

CAUSE	Agriculture	Logging	Fishing and Trapping	Mining, Non-ferrous Smelting and Quarrying	Manufacturing	Construction	Central Electric Stations	Transportation and Public Utilities	Trade	Finance	Service	Unclassified	Total
A—Prime movers (engines, shafting, belts, etc.)	1	3		1	5	1		1			1		13
B—Working machines				2	4			1					8
C—Hoisting apparatus (elevators, conveyors, etc.)													
D—Dangerous substances (steam, electricity, flames, explosions, etc.)	4			1	9	1	2	3			4		24
E—Striking against or being struck by objects		1		4	2	1	1						9
F—Falling objects		18		10	2	7	2	1			1	1	42
G—Handling of objects		5		6					2		1		14
H—Tools		2		1									3
I—Moving trains, vehicles, watercraft, etc.	14	10	5	8	7	7	2	35	7		6	3	104
J—Animals	4			3	3								7
K—Falls of persons	5	3	1	3	11	9		12	2		2		48
L—Other causes (industrial diseases, infections, lightning, cave-ins, etc.)	2	4	2	11	8	6		6	5		3		47
TOTAL	30	46	8	36	60	33	3	60	20		19	4	319

TABLE II.—FATAL INDUSTRIAL ACCIDENTS IN CANADA AND THE PROVINCES DURING THE FOURTH QUARTER OF 1945 BY INDUSTRIES

INDUSTRY	P.E.I.	N.S.	N.B.	P.Q.	Ont.	Man.	Sask.	Alta.	B.C.	Total
Agriculture		1	2	3	12	3	1	6	2	30
Logging			3	7	10				26	46
Fishing and Trapping		2							6	8
Mining, Non-ferrous, Smelting and Quarrying		4	1	5	14	1		2	9	36
Manufacturing		1	2	15	32			4	6	60
Construction		4		8	15	2	1	1	2	33
Central Electric Stations					2				1	3
Transportation and Public Utilities	2	5	2	11	28	1	3	2	6	60
Trade			1	8	7	1		1	2	20
Finance										
Service				7	9	1		1	1	19
Unclassified				1	1	2				4
TOTAL	2	17	11	65	130	11	5	18	60	319

THE LABOUR GAZETTE

PREPARED AND EDITED BY

THE DEPARTMENT OF LABOUR, OTTAWA, CANADA

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Notes of Current Interest

Meeting of officers of war labour boards

War Labour Board.

The meeting discussed and considered the effect of Order in Council P.C. 348 passed on January 31, 1946, which amends the Wartime Wages Control Order, 1943 (L.G., Feb., 1946, p. 140) and to discuss the administration of wage control in the light of the amendments.

The conference was addressed by the Honourable Humphrey Mitchell, Minister of Labour, the Right Hon. J. L. Ilesley, Minister of Finance, and Mr. Donald Gordon, Chairman of the Wartime Prices and Trade Board.

The Honourable Mr. Justice M. G. Archibald, chairman of the National Board, presided at the meetings.

Annual summary of strikes and lockouts

Elsewhere in this issue (p. 365) appears the annual summary of strikes and lockouts in Canada and other countries. Revised figures show that there were two less strikes in Canada during 1945 than in 1944, but that the number of workers who took part in strikes was somewhat larger, and that the time loss was approximately three times as great.

A single strike, at the Ford Motor Company, Windsor, accounted for 915,000 of the

total of 1,457,420 working days lost through industrial disputes during 1945. In 1944 the total time loss was 490,139 days.

Of the 197 strikes and lockouts taking place during the year, 50 were over wage disputes, and 60 were over other matters affecting wages and working conditions. Union questions caused 39 strikes, of which 10, including the Ford strike, were for union security. There were only three small strikes for union recognition, which had been a major cause of labour disputes prior to the introduction of the Wartime Labour Relations Regulations in 1944.

Farmers urged to make use of National Employment Service

In a message sent out to farmers in February, the Honourable Humphrey Mitchell, Minister of Labour, and Mr. Arthur MacNamara, Deputy Minister of Labour referred to the shortage of farm workers during the war years and predicted that with the probable expansion of peacetime activities in other industries it will still be difficult to secure experienced help this season.

"Because of this possibility we would urge you to employ labour that may be available now," the letter states. "Not only will increased winter work help to reduce your labour requirements during the busy spring and summer months, but you will be more likely to have efficient and steady help familiar with your operations at those times when you need it most." With the letter an order form

is provided which farmers are urged to complete and take or send to the nearest local office of the National Employment Service or the nearest Agricultural Service indicating particulars of their labour requirements.

Commenting on the farm labour situation for 1946, Mr. MacNamara said: "We are prepared to do everything possible through the Dominion-Provincial Farm Labour Program and the National Employment Service to see that labour is available where and when it is needed for the 1946 crop. Between 350,000 and 400,000 agricultural workers were taken off farms during the war years, and no doubt a good many of these workers will be going back. Farm wages are much higher now than they were before the war, and some workers have been figuring out after their experience as city dwellers that, given a reasonable standard of farm wages, they would be better off on the farm from a monetary point of view than at work now available to them in industrial centres. What appeals to this group of people is of course year round farm activity with good accommodation and we are appealing to farmers to let us know where these opportunities exist.

"For the peak periods we plan to make full use of all the possible sources of help to farmers," Mr. MacNamara continued. "The year 1946 may become a milestone in the history of civilization in that this year for the first time there is a combined world effort to produce and distribute food on the basis of world need. Helping to produce food this year will be a chance for Canadians to fight the war against famine, and we are confident of the fullest public support of any measures that may have to be taken to meet emergency farm labour situations as they develop at different times and different places. Last year men from the military establishments in Canada filled in many of the gaps particularly in the harvest period. Urban dwellers worked in their vacation periods in camps especially in the fruit picking districts, and some help was obtained from the Indian Reserves. Harvest excursions brought men from the west to the east for haying and again from the east to the west for the later western harvest. The co-operative effort of the Provincial Agricultural Services and the Dominion Department of Labour was an effective piece of team work. Our intention is to try all these methods, and any others that the present situation may suggest, as they become necessary. In the meantime farmers will help us considerably by letting their local agency handling farm labour know their requirements."

Employment and industrial statistics

The table on the opposite page gives the latest statistics available reflecting industrial activity in Canada.

The index of industrial employment, published by the Dominion Bureau of Statistics, declined to 167.9 at the beginning of January, 1946, from 173.2 at the beginning of December, 1945. The monthly index of wholesale prices increased fractionally to 103.9, while the Bureau's cost-of-living index remained unchanged at 119.9. An increase of 2.4 points was noted in the index of the physical volume of business (195.4 at January 1). Although industrial production, manufacturing and exports, among the components of this index, indicated a lowered volume of production, gains were noted in all the others.

Employment and earnings.—Industrial employment generally at the beginning of January in each year since 1920 has shown a recession, resulting from curtailment of construction work, shutdowns during the holiday season, for inventory, and various other factors. The contraction at January 1, 1946 involved the release of about 54,200 men and women; the latest reduction was greater than at January 1 in any earlier winter since 1940, although the percentage decline was below the average in the last 25 years. The index of industrial employment at January 1 during the war years increased from 108.1 in 1939 to 180.4 in 1945.

The decrease in the employment index was due mainly to seasonal contractions in manufacturing, mining, local and water transportation, construction and maintenance, and services. The largest reductions were 22,400 in manufacturing and 30,900 in construction as a whole.

A total working force of 1,717,888 at January 1 was reported by 15,590 reporting employers. The aggregate weekly payroll decreased by 8.5 per cent from the previous month to a total of \$51,281,598 at the date under review. At the same time, per capita weekly earnings dropped to \$29.85 in comparison with \$31.63 at the beginning of the previous month, and \$30.10 at January 1, 1945. The average was \$29.69 in 1944, \$27.92 in 1943, and \$26.13 in 1942.

Prices.—The general index of wholesale prices (base 1926 = 100) rose slightly to 103.9 in January, 1946, from 103.3 in the preceding month and 102.8 in January, 1945.

The Bureau's cost-of-living index (base 1935-39 = 100) remained unchanged at 119.9 for February 1, 1946. A further small decrease in the food section, due to seasonal influences, was balanced by small increases in home furnishings and clothing. The decline in foods

STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

NOTE.—Official statistics except where noted. Much of the statistical data in this table, with an analysis, are included in the *Monthly Review of Business Statistics* issued by the Dominion Bureau of Statistics.

Classification	1946		1945			1944
	February	January	December	February	January	December
Employment—						
Index ¹		167.9	173.2	178.9	180.4	185.7
Applications for employment ²		7,184	7,220	7,265	8,594	6,823
Vacancies notified ² No.		4,979	4,795	7,415	7,757	6,506
Placements effected ² No.		2,254	3,067	4,974	5,224	4,649
Unemployment insurance claims						
No.		71,932	57,612	14,990	20,412	13,770
Unemployment in trade unions p.c.		3.0			0.6	
Earnings and Hours—						
Index, aggregate weekly payrolls ³		127.6	139.5	146.4	138.1	152.1
Per capita weekly earnings... \$		29.85	31.63	32.15	30.10	32.19
Average hourly earnings..... c.		67.8	67.0	70.1	70.0	70.5
Average hours worked per week..		38.2	44.8	45.4	39.6	46.3
Prices—						
Wholesale index ¹		103.9	103.3	102.9	102.8	102.5
Cost-of-living index ⁴	119.9	119.9	120.1	118.6	118.6	118.5
Physical Volume of Business—						
General index ⁴		195.4	193.0	216.7	228.8	233.0
Industrial production ⁴		193.9	194.5	240.3	245.8	256.0
Mineral production.....		119.7	114.0	147.9	174.0	189.3
Manufacturing.....		202.8	206.3	270.0	274.3	283.7
Construction.....		250.1	235.4	107.7	103.4	121.0
Electric power.....		151.8	141.8	150.1	151.6	144.7
Distribution ⁴		198.7	189.8	167.7	193.7	185.5
Carloadings.....		156.3	143.2	147.9	152.2	143.6
Tons carried, freight.....		191.0	167.4	192.8	191.6	183.3
Imports.....		203.9	170.0	162.0	190.3	180.1
Exports.....		227.9	232.8	295.9	281.3	268.6
Retail sales, unadjusted.....		160.3	256.1	146.7	143.0	237.1
Retail sales, adjusted ⁵		196.5	187.4	185.6	174.9	172.7
Wholesale sales.....		217.5	195.9	178.6	182.3	170.8
Other Business Indicators—						
Common stocks, index ⁴	†118.9	123.5	112.5	92.9	89.4	86.6
Preferred stocks, index ⁴		152.1	146.6	132.1	131.8	129.3
Bond yields, Dominion, index ⁴ ..	†84.0	90.0	92.2	96.6	96.7	96.9
Trade, external, excluding gold \$		331,653,000	357,595,000	352,736,000	363,546,000	397,366,000
Imports, excluding gold..... \$		140,309,000	121,192,000	112,373,000	129,685,000	127,217,000
Exports, excluding gold..... \$	153,143,000	189,090,000	234,826,000	236,364,000	230,498,000	266,879,000
Bank debits to individual accounts..... \$	5,335,919,000	5,990,656,000	6,084,752,000	4,433,511,000	5,069,995,000	5,063,009,000 ⁶
Bank notes in circulation ⁶ \$		992,000,000	992,000,000	928,300,000	908,700,000	930,200,000
Bank deposits in savings..... \$		2,962,942,000	2,865,329,000	2,630,600,000	2,524,029,000	2,422,963,000 ⁶
Bank loans, commercial, etc..... \$		1,173,878,000	1,227,065,000		1,132,750,000	1,182,188,000 ⁶
Railways—						
Car loadings, rev. freight cars ⁷	262,079	254,517	249,571	263,716	247,178	248,336
Canadian National Railways operating revenues..... \$				27,089,000	28,546,000	34,598,000
operating expenses..... \$				24,743,000	25,354,000	28,566,000
Canadian Pacific Railway traffic earnings..... \$		23,309,000	25,019,000	23,159,000	24,090,000	25,592,000
operating expenses, all lines \$		22,091,000	21,802,000	21,408,000	22,428,000	20,842,000
Steam railways, revenue freight in ton-miles.....				4,612,032,000	4,749,777,000	5,192,408,000
Building permits..... \$		13,540,000	13,541,000	7,225,000	5,394,000	7,902,000
Contracts awarded..... \$		27,396,000	25,787,000	12,933,000	11,722,000	12,730,000
Mineral production—						
Pig iron..... tons		143,685	135,225	149,487	155,969	139,152
Steel ingots and castings..... tons		244,623	219,281	250,464	268,722	243,482
Ferro-alloys..... tons		10,873	15,456	13,402	12,130	12,391
Gold..... oz.		239,749	212,351	212,351	233,210	229,624
Coal..... tons		1,551,000	1,498,000	1,683,000	1,533,000	1,533,000
Copper..... lb.		34,473,000	39,903,000	44,331,000	45,824,000	45,824,000
Nickel..... lb.		14,398,000	20,725,000	23,770,000	21,768,000	21,768,000
Lead..... lb.		34,476,000	24,578,000	25,624,000	25,624,000	35,347,000
Zinc..... lb.		40,213,000	44,521,000	49,506,000	50,769,000	50,769,000
Timber scaled in B.C..... F.B.M.		175,883,000			162,778,000	229,095,000
Flour production..... bbl.		2,240,000	2,169,000	1,892,000	2,068,000	2,030,000
Footwear production..... pairs		3,061,000	3,061,000	3,076,000	2,878,000	2,627,000
Output of central electric stations..... k.w.h.		3,428,773,000	3,288,710,000	3,124,235,000	3,422,683,000	3,356,102,000
Sales of life insurance..... \$		64,942,000	64,942,000	48,516,000	47,658,000	46,906,000
Newsprint production..... tons	308,382	328,410	276,930	239,660	264,770	244,970

† Week ended February 28, 1946.

¹ Base 1926=100.

² Daily averages.

³ Base June, 1941=100.

⁴ Base 1935-1939=100.

⁵ Adjusted, where

necessary, for seasonal variation. ⁶ Notes in the hands of the public at the end of the month. ⁷ Figures for four weeks ended February 23, 1946, and corresponding previous periods.

from 132.8 for January to 132.5 for February was due mainly to lower prices for eggs and citrus fruits, with fresh vegetables advancing moderately. The home furnishings and services group index increased from 119.5 to 120.1, and the clothing group index moved from 122.6 to 122.7. Groups remaining unchanged were: rentals at 112.3, fuel and light at 107.1, and miscellaneous items at 110.9. The wartime increase in the cost-of-living was 18.9 per cent.

Physical volume of business.—An advance in the index of the physical volume of business from 193.0 in December to 195.4 in January was a continuation of an improvement noted in December, which reversed the downward trend of the previous two years. The general index of distribution, covering railway traffic, commodity distribution, and external trade, rose to 198.7 from 189.8 in December. The index of imports rose from 170.0 to 203.9; exports, however, declined from 232.8 to 227.9. Increases were shown in the production of electric power and in new business obtained by the construction industry. The index of manufacturing recorded a decline, however, with the result that the index of industrial production decreased slightly from 194.5 in December, 1945, to 193.9 in January, 1946. Productive operations, due to the marked reduction in the output of war supplies, were at a lower level in 1945 than in 1944. The index of the physical volume of business declined 10.3 per cent. It still indicated, however, a higher level of production than in any other year except 1943 and 1944.

The index of industrial production declined 14.3 per cent, and mineral production, 30.5 per cent. The value of contracts awarded and building permits increased by 40.1 per cent and 41.7 per cent respectively. A decrease of 35.2 per cent in hog slaughterings was offset by an increase of 29.1 per cent in cattle slaughterings. Factory cheese production increased by 1.4 per cent, while butter production declined 1.7 per cent. Declines of 6.2 and 9.2 per cent respectively were indicated in the value of exports and imports.

In a statement on wage policy, issued on February 14 following a meeting of its Executive Council, the Canadian Congress of Labour declared that it will support to the utmost of its ability the efforts of its constituent unions to reach the following objectives:—

1. a general increase in wages, in order to provide an adequate wage income to ensure every worker a higher standard of living;

2. a reduction in working hours to forty hours or less per week, with the same or higher "take home" pay;
3. the increase in production of consumer goods to the utmost possible extent, with a view to preventing increases in prices;
4. the maintenance of a policy of price-control and subsidy of agricultural products and other necessities of life, in the belief that if Canadian industry is properly organized and co-ordinated, no general increases in prices are necessary to meet increased wage-rates.

The Congress also declared that "the failure of the Government to replace the present National War Labour Board, in which the workers have completely lost confidence, with a fully representative Board which would have power to determine wage-rates upon a basis of what it considered fair and reasonable, as repeatedly recommended by the Congress, and the relaxation of price-levels at the request of industry, leaves the Congress no alternative but to demand the abolition of the Wartime Wages Control Order and the restoration of freedom to determine wage-rates by the process of collective bargaining."

Agreement signed at Ford Motor Company

Following publication of the arbitration award of Mr. Justice I. C. Rand on the issue of union security in the dispute between the Ford Motor Company of Canada and its employees, members of the International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, an agreement was signed by the company and the union embodying the terms of the award.

A summary of this agreement appears elsewhere in this issue, on page 315. The text of the arbitration award was published in the January issue of the LABOUR GAZETTE (p. 123), and reprints are available upon application to the Department.

Royal Commission to-examine salaries of senior civil servants

A Royal Commission has been appointed to examine and make recommendations on the salaries, classifications and working conditions of senior administrative personnel in the Civil Service.

The Commission will consider:

1. Scales of pay, classifications and working conditions of senior administrative officers including deputy heads, in all departments and agencies of the Government;

2. Relationship of salaries and working conditions as between senior personnel in the various branches of the Civil Service;

3. The number of administrative officers required for efficient operation of the Government staff;

4. Opportunities for promotion and transfer of senior officials and the procedure by which all four points may be kept under review.

In announcing the appointment of the Commission, the Prime Minister, Rt. Hon. W. L. Mackenzie King, declared: "It is essential that the administration of public affairs be carried out with the highest competence and efficiency. For many years there has been a steady growth in the range and complexity of Government responsibilities. Against the background of a terrible war, we are now in the midst of carrying out the urgent responsibilities of postwar reconstruction. The tasks of Government during this transition, and in the maintenance of prosperity and peace in the future, will be both intricate and difficult.

"In recent years the Government has encountered serious and increasing difficulties in attracting adequately-trained personnel for the senior administrative positions in the public service. At the same time, many have been lost to private industry and to the professions, where substantially better opportunities have existed.

"All this makes it desirable that there should be authoritative and independent review of the position of senior administrative personnel in the Civil Service with the purpose of achieving a high standard of efficiency in the conduct of public business."

The three Commissioners are: Mr. Walter L. Gordon, C.A., Toronto, chairman; Major General Edouard deB. Panet, C.M.G., D.S.O., Montreal; and Sir Thomas Gardner, G.B.E., K.C.M.

New labour legislation forecast in provinces

Saskatchewan and Quebec.

The Speech from the Throne in Ontario referred to a new Minimum Wage Act for men and amendments in the present Minimum Wage Act for women workers to bring the provisions into line with the Hours of Work and Vacations with Pay Act and present-day needs. Also planned is the introduction into all industry of the system which was adopted by regulation last year for the building trades for calculating the holiday pay at two per cent of earnings. Amendments with respect to mothers' allowances and workmen's compensation are also contemplated.

In Saskatchewan, minor changes are to be made in the Trade Union Act and the Workmen's Compensation Act is to be extended. Speeches in the House indicate that the Act will be applied to hotels and restaurants and to shops. A new Child Welfare Bill will also be introduced.

Quebec proposes to set up a ministry to deal with social welfare and all problems concerning youth. Further legislation for the protection of labour is also forecast in Quebec.

Proposals for labour legislation in British Columbia

cabinet and presented a program of proposed labour legislation for the next session of the legislature.

Proposals for a 40 hour week, a minimum wage rate of 60 cents an hour, two weeks' annual holiday with pay and the establishment of an overtime scale based upon an eight hour day, were contained in the brief.

The delegates urged the Provincial Government to continue to press for enactment of a federal labour code with provincial administration. They also advocated the immediate preparation of a provincial labour code to replace federal Order in Council P.C. 1003, in the event of its removal by the Federal Government.

The Workmen's Compensation Act of the Province was in urgent need of revision, the delegates declared. Their suggested improvements included substantial increases in benefit payments and a more comprehensive coverage for workers.

The brief also favoured a National Health Insurance Act, which would provide full medical, surgical and hospital services; and a minimum old age pension of \$50 a month based upon an age level reduced to 60 years of age.

Credit unions show consistent growth in Canada

Assets had grown to \$92,574,440.

According to a report in the February issue of *The Economic Annalist*, published by the Federal Department of Agriculture, the number of credit unions had increased by twelve per cent over 1943, membership increased by 27 per cent and actual loans granted during 1944 increased by 125 per cent. It is pointed out that the credit unions are evidently keeping their funds in circulation and are fulfilling

On January 18 a delegation representing unions of the Trades and Labour Congress and the Canadian Congress of Labour, met with the British Columbia

Thirty years ago there were 91 credit unions in Canada, with 23,000 members and \$2,000,000 in assets. By 1944, the number had risen to 2,006, and the number of members had increased to 474,841.

their functions as providers of funds for "provident and productive purposes". During 1944, credit unions made available credit of \$36,000,000 to nearly 500,000 Canadians.

The credit union movement took its rise in Quebec and that province still leads the others by a wide margin in every phase of credit union activity. Nevertheless, unions have become well established in all of the provinces. Perhaps the most notable development during 1945, was the establishment of a Canadian Federation of Credit Unions in November. At present, the Federation consists of representatives of each provincial league.

Reference was made in the January issue of the *LABOUR GAZETTE* (p. 55) to the report of the Royal Commission on the taxation of co-operatives, in which it was recommended that tax exemption on the income of credit unions be continued and that the provisions of the Income War Tax Act with respect thereto be clarified.

Handbook on union agreements

The Research Department of the Canadian Congress of Labour has published *A Handbook on Union Agreements*. Its purpose

is to assist local chartered unions in drawing up agreements for negotiation with employers. It contains clauses covering subjects usually contained in collective agreements and in many cases provides more than one clause for each subject dealt with in order to meet varying conditions.

The order of presentation follows the sequence usually adhered to in actual agreements. The subjects and order of appearance are listed below:—

Opening Phrase, Preamble and Purpose, Mutual Obligations or Relationship, Union Recognition, Management Rights, Strikes and Lockouts, Union Security, Check-off, Hours of Work, Grievance Procedure, Arbitration, Meetings between Company and Union, Discharge Cases, Seniority, Lay-Offs, Leave of Absence, Vacations with Pay, Minimum Recompense, Admission of Union Representative to Company Property, Miscellaneous Wage Provisions, Sick Leave, Health and Safety, Labour - Management Committees, Bulletin Boards, Dues Collection Other Than by Check-off, Miscellaneous Provisions and Duration of Agreement.

English trade union makes inquiry into industrial health and welfare

November 1945. Monthly Journal of the union. A questionnaire was circulated to

The Amalgamated Engineering Union has been conducting an inquiry into health, welfare, and safety conditions as they affect its members, according to a statement in the

shop stewards and active workers covering temperature, ventilation, dust, fumes, dampness, overcrowding, lighting, seats for workers, cloakrooms, washing facilities, lavatories, and sanitary arrangements generally. The returns related to 988 firms with 1,253 establishments covering 1,300,000 workers. The size of the establishments ranged from shops employing 25 to 50 workers to plants with 10,000 or more. Thus were brought out the variations in conditions in different sizes of establishments, type of product and ownership.

Ventilation and temperature, it was found, were consistently better in smaller plants with from 25 to 250 workers; and Government establishments showed a better record than private firms. It is pointed out that bad ventilation, black-out and unsatisfactory temperatures took their toll in headaches, eyestrain, listlessness, digestive troubles and fatigue, and that in many plants the problem of ventilation is dealt with in such a way as to result in colds, because of draughts through open doors and windows.

Inadequate washing facilities and cloakrooms, the lack of provision for drying wet clothing, poor sanitary arrangements and unsatisfactory lighting are the cause of numerous complaints; overcrowding was complained of in 15 per cent of the plants. Many of these conditions obtained to a much greater extent as a result of wartime crowding and the scarcity of labour and materials. Some requirements of the Factories Act, 1937, it has been impossible to carry out under the wartime and still existing shortage of equipment.

Government establishments were significantly better than the average with respect to work hazards, according to the report, and shipyards and railway shops were worse. Serious risks of accident exist in 28 per cent of the railway shops investigated, and in 33 per cent of the shipyards. The report notes that it is in the shipyards that workers have the lowest proportion of representation on works safety committees. Another finding is that 77 per cent of the shops with generally poor conditions had no safety committees.

The report concludes by emphasizing the need and value of closer co-operation between the trade unions and the Factory Department of the Ministry of Labour and National Service.

Training of teachers in United Kingdom

The widest possible field of recruitment to the teaching profession by eliminating the cost of learning to members of low income families.

The United Kingdom Ministry of Education has announced the inception of new teachers' training regulations designed to open up

Students in training colleges will receive free tuition and pay no boarding fees if their parents' income is less than £300. Parents with incomes above £300 will contribute fees proportionate to their income. The full charge, payable only by parents in the upper income groups, will not usually exceed a hundred pounds a year. All costs are to be met from public funds.

The intention of the regulations is to remove the inaccessibility of teacher training to suitable students because of inability to pay the necessary fees, and to assist training colleges to expand their facilities. It is proposed to meet the immediate housing situation by renting houses as hostels, or adding accommodation to colleges by temporary or light construction.

Broadly similar arrangements have been made for students at university training departments. Special maintenance grants are to be given to recognized day students at training colleges and university training departments. Hitherto, it was necessary for parents to meet substantial charges if they were unsuccessful in receiving loans or grants from local authorities or other special funds. As it will no longer be necessary for local authorities to advance assistance to needy students, all expenditures on maintaining training colleges will be pooled and divided amongst these authorities to equalize expenses throughout the country.

Australian conference on silicosis

A conference of representatives of the Australian Commonwealth and State Governments to discuss the problem of silicosis was held in Sydney, New South Wales, in October, 1945, at the invitation of the Premier of that State, according to the October issue of the *New South Wales Industrial Gazette*. Among the representatives were medical officers, officials of Labour and Mines departments, and the chairman of the Silicosis Schemes in South Australia. The purpose of the conference was to learn what each State was doing to meet the problem with a view to assisting each other. The agenda included preventive measures, periodical examination, the degree of pulmonary fibrosis which causes incapacity, uniform compensation payments, and rehabilitation.

An initial medical and radiological examination for workers entering an industry with a silicosis risk, followed by clinical and radiological examinations at least every two years, the workers to be informed of the results, was an important recommendation. Legislation by the States requiring "facing" or "parting" powders to be correctly described

or labelled and prohibiting a free silica content greater than two per cent in these powders, was also recommended.

Uniform publicity throughout Australia to make employers and workers conscious of hazards from uncontrolled dust was advised. Encouraging employers to install dust prevention devices by merit rating, where the risk is insured, and higher levies on employers who contribute to a silicosis fund but do not take adequate steps to minimize risks, was also urged. Another recommendation was the use of the Foundry Code proposed by the Commonwealth Department of Labour and National Service. The conference also proposed that where employees are exposed to dust containing free silica, average concentrations should not exceed 500 particles, less than 10 microns in size, per cubic centimetre of air if the free silica content is less than 50 per cent, or 200 particles per cubic centimetre of air if the silica content exceeds 50 per cent.

Other suggestions were that a third International Conference on Silicosis should be called by the Governing Body of the International Labour Organization, that the provisions of Workmen's Compensation Acts in Great Britain, the U.S.A. and Canada, in relation to dust diseases, should be studied, that the visit to America of the Medical Officer in charge at Broken Hill, should be made as soon as possible, and that the Conference meet again when investigations are completed.

Fact-finding boards in United States

On December 3, President Truman asked the United States Congress to pass legislation providing for 3-man fact-finding boards to investigate important nation-wide disputes in cases where collective bargaining had broken down and the Labour Department's Conciliation Service had failed to effect an agreement.

A board would be composed of three or more "outstanding citizens", and would be directed to "make a thorough investigation of all facts which it deems relevant in the controversy." The fact-finding board would have the right to subpoena any witness or records which it believed pertinent, and would be authorized to make its report in twenty days. Strikes or lockouts would be forbidden from the time the Secretary of Labour certified the case to the President until five days after the fact-finding board made its report. The report would not be binding on the parties to the dispute but would be expected to influence public opinion to the extent that it usually would be accepted as a basis for settlement.

The procedure proposed by the President is modelled on the provisions of the Railway Labour Act. It bears a resemblance also to the Canadian provision for Boards of Conciliation under the Wartime Labour Relations Regulations and previously under the Industrial Disputes Investigation Act.

Draft legislation to implement the President's proposal was subsequently introduced in Congress.

Without waiting for Congressional authorization, the President by executive order appointed fact-finding boards to investigate a number of disputes, including those at General Motors and the United States Steel Corporation. (L. G., Feb., 1946, p. 138).

Curbs on "wildcat" strikes in recent collective agreements in U.S.A.

Contracts signed in the United States recently by the United Automobile Workers (C.I.O.) and three employers in the automobile industry have contained clauses aimed at curbing strikes not authorized by the union, and thus establishing a form of so-called "company security".

The agreement reached with the Ford Motor Company provides that employees guilty for the first time of instigating or promoting such "wildcat" strikes may be suspended for a two-week period and those guilty for a second time may be discharged. Such cases will not be subject to the regular grievance procedure unless the union can prove an employee was unjustly accused. In preliminary negotiations both parties had suggested that the company be given the right to impose financial penalties against participants in unauthorized strikes, but the agreement in its final form includes no such penalties. (In Canada the agreement recently signed between the Ford Company and the U.A.W. in accordance with the terms of the Rand arbitration award provides for a fine of \$3 a day and loss of seniority for a worker participating in a "wildcat" strike.)

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The new contract continues in effect the union shop and check-off. It also gives the company the right to dismiss an employee who continually fails to produce on the basis of the established production standards, but before the employee can be discharged the union may have a study made of the applicable standards. Another clause provides for an impartial study of production standards if union representatives hold them to be excessive, such investigation to be made by an independent time study engineer selected by both sides, whose decision would be binding on both.

The agreement reached with the Chrysler Corporation contains a clause which reads: "The union agrees that it will not oppose the discharge or discipline of anyone who instructs, leads or induces another employee to take part in any unauthorized strike."

The contract between the Kaiser-Frazer Corporation and the U.A.W. contains a unique form of "company security". It provides for a "security trust fund" which will be built up by a company payment of \$5 for each car produced. At the end of the year the fund pays a production bonus to employees who have worked at least ninety days before the termination of the plan, provided they have worked a set percentage of the scheduled hours and have not been involved in any unlawful strike action. Thus, the fund in effect penalizes employees for absenteeism and participation in strikes or stoppages.

The fund is handled beyond control of the company by three trustees, one named by the union, one by the company and a third person acceptable to both. An umpire whose salary and expenses are shared equally by union and company will make final decision as to any disqualification of a worker.

The contract also provides for union shop and check-off.

Settlement of dispute in U.S. steel industry

The strike of the United Steelworkers (C.I.O.) against a number of United States steel companies (L.G., Feb., 1946, p. 138) ended in mid-February on the basis

of a wage increase of 18½ cents per hour. This was counterbalanced by a price advance of \$5 a ton for steel allowed the companies by the Government. Some 750,000 workers had been involved in the dispute, which began on January 20.

United Mine Workers of America rejoin A.F.L.

The United Mine Workers of America rejoined the American Federation of Labour late in January. The President of the Mine Workers, Mr. John L.

Lewis, was given a seat on the executive council of the A.F.L., as 13th vice-president.

Mr. Lewis broke with the A.F.L. in 1935, to become leader of the Committee for Industrial Organization, which was formed by a group of international unions to promote union organization, particularly in mass production industries, on an industrial rather than a craft basis, following the refusal of the 1935 convention of the A.F.L. to sponsor such action.

When the Congress of Industrial Organizations was established in 1938 Mr. Lewis became president, an office which he retained

until 1940 when he was succeeded by Mr. Philip Murray. Subsequently the Mine Workers withdrew from the C.I.O.

In returning to the A.F.L., Mr. Lewis presented dues for the month of January of \$9,000 representing 600,000 members.

Labour Education Committee set up in U.S.A.

A Labour Education Advisory Committee, representing equally the American Federation of Labour and the Congress of Industrial Organizations,

was appointed on February 24 by the United States Department of Labour, as a means of helping to improve labour-management relations.

The new committee is the outgrowth of experimental work by the Department on standards and approaches to the problem of labour education, including techniques of steward training which, according to the Secretary of Labour, Mr. Lewis B. Schwellenbach, "have definitely contributed to the speedier settlement of plant grievances."

The Secretary declared: "An intelligent program of labour education, directed both toward the training of capable union leadership and a membership well informed in the rights and responsibilities of unionism, can do a great deal to forestall labour disputes and promote better labour-management relations."

Labour affiliation with United Nations Economic and Social Council

The World Federation of Trade Unions and the American Federation of Labour have been granted consultative status with the United Nations Social and Economic Council.

The International Co-operative Alliance has also been given the right to participate in the Council in an advisory capacity.

Forthcoming I.L.O. meetings

The next full conference of the International Labour Organization will be held in Seattle, Washington, from June 6 to June 29. It will be the 28th conference of the I.L.O. since the Organization was established in 1919, and will be devoted exclusively to the consideration of minimum international standards governing the working conditions of seamen.

The agenda of the Seattle conference will comprise nine items, one of which will be a report by the Acting Director, Mr. E. J. Phelan. The others are social security for seamen; crew accommodation; food and catering for crews; entry, training and promotion; holidays with pay; continuous employment; recognition of seamen's organizations; and wages, hours and manning.

The conference will have before it nine draft conventions, two draft recommendations and three resolutions covering the various questions on the agenda. These were framed at a preparatory technical maritime meeting at Copenhagen in November. If they are approved by the conference, they will go to the Governments of the member countries of the I.L.O. for possible ratification.

The conference will be attended by tripartite delegations from all countries with merchant marines, and probably from several others. Each member country of the I.L.O. is entitled to participate. The delegations will be composed of two government members, one representative of the seamen, and one of the shipowners. Each of the delegates may be accompanied by two advisers for each of the items on the agenda.

The 29th session of the conference, which will deal with more general questions, including the amendment of the Organization's constitution, will be held in Montreal beginning September 19.

Other I.L.O. meetings to be held in the near future include a regional conference of American member states of the I.L.O. This will be the third American regional conference, the previous two having been held in Chile in 1936, and in Cuba in 1939. It will take place in Mexico City beginning April 1, and will bring together delegations from the eighteen North, Central and South American States which are members of the Organization. El Salvador, Honduras, Nicaragua, and Paraguay, the only American countries that are not I.L.O. members, have been invited to send observers. The delegations will be tripartite, comprising two government members, one representative of management and one of labour, together with their advisers.

The agenda of the conference will cover four items: labour inspection; vocational training; industrial relations; and a director's report on the social and economic problems of the Americas.

The Governing Body of the I.L.O. will hold its 98th session in Montreal beginning May 14. Two industrial committees will meet in Cleveland, the steel committee beginning April 23, and the metal trades committee beginning May 2.

The United Kingdom Ministry of Labour and National Service has recently set up a personnel management section within its Factory Department. The section will furnish advice to employers with respect to the organization, development and improvement of personnel departments in factories and other establishments, and will also be available to advise other branches of the Ministry on various aspects of personnel management.

Union Status in Collective Agreements in the Manufacture of Non-Ferrous Metal Products, Non-Metallic Mineral Products and Chemical Products, Canada, 1945

A file of collective agreements has been maintained in the Department of Labour for many years and summaries of representative agreements have been published each month in the *LABOUR GAZETTE*. The Research and Statistics Branch has undertaken to make analytical studies of current agreements on file, by industry and by topic. The first, covering the Pulp and Paper Industry, was published in the *LABOUR GAZETTE* for April, 1945 (p. 539) and the second on Union Status in the Manufacture of Iron and Steel and their Products in the issue of October, 1945 (p. 1426) with revisions in the November issue (p. 1613). The third, covering union status in agreements in three additional manufacturing groups, is given below.†

Summary

An analysis has been made of collective agreements on file in the Department of Labour and in effect at the end of December, 1945, in the following three industries: the manufacture of non-ferrous metal products, non-metallic mineral products, and chemical and allied products. The agreements were obtained from employers and unions.

Manufacture of Non-Ferrous Metal Products

The number of workers covered by collective agreements in the manufacture of non-ferrous metal products at the end of December, 1945, was 48,440. The agreements covered 119 establishments.

Information is not available as to the number of plants and the total number of workers in this industry for the year 1945 but it is probable that they do not differ materially from the figures for 1944, when according to preliminary statistics issued by the Dominion Bureau of Statistics there were 614 plants and a total average of 104,056 employees.

Of the workers under agreement, 76 per cent are represented by national or international unions.

Agreements with no requirements as to union membership* are effective for 94.9 per cent of the workers under agreement; agreements with maintenance of union membership* with no compulsion as to joining the union are effective for 3.8 per cent; agreements providing for union shop* conditions

for 1.0 per cent; and agreements providing for closed shop* for 0.3 per cent of the workers.

The check-off* is provided by agreements covering 21.8 per cent of the workers under agreement.

Manufacture of Non-Metallic Mineral Products

Collective agreements affecting 106 establishments and 13,212 workers in the manufacture of non-metallic mineral products were on file in the department and in effect at the end of December, 1945. Figures issued by the Dominion Bureau of Statistics indicate that in 1944 there were 747 plants in the industry and a total average of 31,234 employees.

Of the workers under agreement, 54 per cent are represented by national or international unions.

Agreements with no requirements as to union membership are effective for 81.2 per cent of the workers; agreements with maintenance of union membership for 5.2 per cent; agreements providing for union shop for 13.3 per cent; agreements providing for closed shop for 0.3 per cent. Agreements providing for preferential hiring of union members are in effect for 4.7 per cent of the workers under agreement.

The check-off is in effect for 18.9 per cent of the workers under agreement.

Manufacture of Chemicals and Allied Products

Collective agreements affecting 54 establishments and 9,268 workers in the manufacture of chemicals and allied products were in effect and on file in the Department at the end of December, 1945. Total employment in this

†Reprints of each of these three articles are available on request.

*Definitions of these terms are given in the Introduction.

industry in 1944 averaged 81,895, and there were 955 plants, according to the Dominion Bureau of Statistics.

National and international unions represent 53 per cent of the employees under agreement.

Agreements with no requirements as to union membership are effective for 82.2 per

cent of the workers; agreements with maintenance of union membership for 5.2 per cent; and agreements providing for union shop for 12.6 per cent. There are no closed shop agreements.

The check-off is in effect for 18.5 per cent of the workers under agreement.

NUMBER OF ESTABLISHMENTS AND NUMBER OF WORKERS UNDER AGREEMENTS IN THE MANUFACTURE OF NON-FERROUS METAL PRODUCTS, NON-METALLIC MINERAL PRODUCTS AND CHEMICAL PRODUCTS AND THE NUMBERS UNDER AGREEMENTS WITH NO REQUIREMENTS AS TO UNION MEMBERSHIP, MAINTENANCE OF MEMBERSHIP, UNION SHOP, CLOSED SHOP AND CHECK OFF PROVISIONS, 1945

Industry	Under Agreement		No Requirements as to Union Membership		Maintenance of Membership ¹		Union Shop		Closed Shop		Check-off	
	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers
Non-ferrous metal smelting, refining.....	13	8,922	13	8,922	.....	.....	.....	.....	.....	.....	8	4,915
Brass and copper products.....	24	5,123	18	4,431	3	584	1	36	2	72	4	1,583
Electrical products and repair.....	35	19,010	32	18,346	1	425	2	239	.....	.....	10	2,838
Jewellery, watchmaking and repair.....	26	507	19	358	1	97	.....	.....	6	52	1	97
Other non-ferrous metal products	21	14,878	15	13,921	3	736	3	221	.....	.....	4	1,147
Total non-ferrous metal products².....	119	48,440	97	45,978	8	1,842	6	496	8	124	27	10,550
Asbestos products.....	2	531	1	417	.....	.....	1	114	.....	.....	1	417
Brick and tile.....	16	860	7	365	1	94	8	401	.....	.....	8	395
Glass products.....	17	2,016	8	1,337	8	129	1	550	.....	.....	1	127
Lime, plaster, cement.....	9	1,122	8	1,052	.....	.....	1	70	.....	.....	1	111
Monumental and building stone.....	8	37	.....	.....	.....	.....	.....	8	37	.....	.....	.....
Petroleum products.....	44	6,492	43	6,424	.....	.....	1	68	.....	.....	1	68
Pottery and china.....	2	377	1	262	.....	.....	1	115	.....	.....	1	262
Other non-metallic mineral products.....	8	1,777	4	876	2	460	2	441	.....	.....	4	1,118
Total non-metallic mineral products³.....	106	13,212	72	10,733	11	683	15	1,759	8	37	17	2,498
Drugs and medicines.....	2	193	.....	.....	2	193	.....	.....	.....	.....	2	193
Explosives and ammunition.....	5	1,172	5	1,172	.....	.....	.....	.....	.....	.....	1	111
Paints and varnishes.....	23	1,923	23	1,923	.....	.....	.....	.....	.....	.....	.....	.....
Soaps and toilet preparations.....	2	959	1	403	.....	.....	1	556	.....	.....	1	556
Other chemical products.....	22	5,021	13	4,117	1	294	8	610	.....	.....	8	861
Total chemical products⁴.....	54	9,268	42	7,615	3	487	9	1,166	.....	.....	12	1,721

¹ Without any obligation on employees to join the union.

² The total number of establishments in this industry was 614, and the average number of employees 104,056 in 1944.

³ " " " " 747 " " 31,234 " 1944.

⁴ " " " " 955 " " 81,895 " 1944.

Introduction

The majority of agreements on file in the Department of Labour are agreements between one or more employers and one or more unions, which unions are affiliated with one of the central international or national labour organizations. The rest are those between an employer and an independent union, a committee of employees, or an association of the employees of a single firm. This latter type of agreement sometimes provides that employees are free to join any labour organization of their choice.

The degrees of union security which agreements provide vary from those with no requirements as to union membership, with simple recognition of the union or other workers' organization, to the closed shop agreement.

Under agreements with *no requirements as to union membership* the union is recognized but there is no obligation as to union membership as a condition of hiring or continued employment. This recognition may in some cases extend only to the recognition of the union as the bargaining agency for its own members,

but the usual practice is to recognize the union as the bargaining agency for all employees who are eligible to be covered by the conditions of the agreement. Various qualifications to the agreements with no requirements as to union membership occur, such as the guarantee of freedom of employees to join or not to join the union which is the party to the agreement, or the guarantee of freedom to join any union. Many agreements with no requirements as to union membership as well as those providing greater union security, provide that no discrimination or coercion be exercised by the employer because of an employee's union membership or union activities. Similarly, in many agreements the union members undertake to refrain from coercing other employees to become union members. In some cases the employer agrees to encourage union membership and to co-operate with the union in obtaining members. Preference to union members when hiring new employees may be provided in agreements with no requirements as to union membership.

The *maintenance of union membership* clauses in agreements provide that employees who are or who later become union members must maintain their membership. In some cases employees who were members at the time the agreement was made are granted an "escape period" during which they may resign from the union. Union shop and closed shop agreements often have a special clause providing that the union membership must also be maintained. For the purpose of this study, however, maintenance of membership agreements are confined to those in which joining the union is not compulsory. Preference to union members when hiring new employees may be provided in the maintenance of union membership type of agreement also.

Union shop provisions require that all present employees who are not members as well as all new employees must join the union. In some cases present employees are exempted and the requirement applies only to new employees. The maintenance of this membership is sometimes implied and sometimes specifically stated in such agreements. Preference to union members when hiring new employees is sometimes present in connection with union shop provisions.

In the *closed shop*, as in the union shop, all employees must be union members, but under closed shop conditions new employees must be union members before they are hired. In case no union members are available, many agreements provide that non-union members may be employed either temporarily or per-

manently, but these must become union members.

A provision which is of assistance to the union in maintaining its paid-up membership under open shop or maintenance of membership agreements, is the check-off. In the case of the union shop or closed shop, since membership is compulsory, the check-off is simply a means convenient to the union for the collection of dues, etc. Check-off clauses may be included in agreements providing for any type of union security.

Under the *check-off* system, the employer deducts union dues and assessments from employees' wages and pays these over to the union. The voluntary check-off applies only to those employees who individually sign an authorization, which authorization may be for the duration of the agreement or until rescinded by the employee, this type of check-off may be part of any type of union security agreement, from simple recognition to the closed shop. The automatic check-off applies to all employees covered by the agreement and can therefore be part only of union shop or closed shop agreements.

Note re Statistics

The number of establishments is recorded rather than the number of agreements. In the great majority of cases an agreement covers only one plant or establishment. In the few cases in which one agreement covers more than one establishment, the number of establishments is counted. Where a number of individual unions each has a separate agreement with one establishment, the establishment is considered as the unit. The number of workers affected is known for all except three small plants. The figures in most cases were obtained from the employers late in 1945, but where these were not available the 1944 figure was used. The figures as to the number of plants and the average number of employees in the industries mentioned above in the Summary are those published by the Dominion Bureau of Statistics' Census of Industry for the year 1944.

This study differs from the previous one on union status in the iron and steel industry in that the agreements have not been analysed as to recognition of union and union committees, union activities, consultation between employers and unions, union label.

In the text which follows, union status provisions are shown for three manufacturing groups, with sample clauses quoted in smaller size print.

Non-Ferrous Metal Smelting and Manufacture of Non-Ferrous Metal Products

This manufacturing group is divided for the purpose of this study into four sub-groups: non-ferrous metal smelting and refining, the manufacture of brass and copper products, manufacture of electrical products, and the manufacture of other non-ferrous metal products.

Non-Ferrous Metal Smelting

Agreements are on file covering 13 smelters and refineries and 8,922 workers (Aluminum smelting is not included in this group but under "Other Non-ferrous Metal Products"). Except in two plants with 614 workers, the workers are represented by unions affiliated with national or international unions. About 85 per cent of the workers under agreement are represented by The International Mine, Mill and Smelter Workers' Union. In other agreements, the workers are represented by various craft unions affiliated with the American Federation of Labor, by the United Steelworkers of America and by a union directly affiliated with the Canadian Congress of Labour and by associations of employees.

In none of the agreements in this industry is there any requirement on employees either to join or to maintain membership in the union.

The check-off is provided for in agreements for eight plants, affecting 4,915 workers, in all of which the special authorization of each individual employee desiring the check-off is required.

In all of these plants, the authorization once given by the employee is irrevocable for the duration of the current agreement. The following is a sample clause:—

On receipt of a voluntary written authorization from an employee stating the amount of monthly dues to be paid, the company will deduct from the employee's pay on the second pay day of each month the said amount. The company will transmit to the authorized representative of the union the total deduction from the pay of all employees who have submitted written authorization on the following form:—

"I hereby authorize the
Company to deduct from my pay on the second pay day of each month the sum of \$..... for union dues, this authority to continue for the life of the present collective bargaining agreement, but it is understood may be revoked by me in writing to the company at any time within 15 days of the signing of a new agreement or a renewal of the existing agreement.

"Signed
"This authority can only be signed at the plant offices or the personnel office of Company and can only be revoked at the personnel office."

No preference is accorded to union officials in case of lay-offs nor to union members in hiring. In agreements covering 10 plants and 6,052 workers, the employers expressly retain exclusive rights as to hiring.

Agreements for four of the plants, covering 4,717 workers have a particular clause confirming the right of employees to join or to refrain from joining any union (or in one case the union party to the agreement).

It is agreed that the employees of the company are free to join any union or association of their choice, and are equally free not to join any union or association.

This privilege applies to the union which is party to the agreement, in the following example:—

An employee shall be free to join or not to join the union.

Agreements for 12 plants, affecting 8,572 workers, include clauses by which the employer agrees not to exercise discrimination against any employee because of his union membership or activities.

The company agrees that it will not use its functions to discriminate against any employee or jeopardize seniority standing or promotion or employment because of union activities or because of exercising any right provided herein or by law.

The agreements for the same 12 plants have clauses by which the union agrees to refrain from exercising coercion against any employee because of his non-membership in the union.

The union agrees that members of the union will not discriminate against or treat with hostility any employee, or jeopardize seniority standing or promotion or employment because of non-acceptance of union membership or because of exercising any right provided herein or by law, nor will the union or its members or anyone on its behalf coerce or threaten or intimidate employees not members of the union or solicit membership in the union on any other basis than free choice and voluntary inclination.

Brass and Copper Products

There are 24 plants covered by agreements in this industry, affecting 5,123 workers. Of these, 4,925 workers in 23 plants are represented by unions affiliated with international or national central organizations. These unions include the United Steelworkers of America, the International Moulders and Foundry Workers' Union of North America, the International Union of Mine, Mill and Smelter Workers, the International Association of Machinists, the International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, and others.

In this industry, there are agreements for three plants, affecting 584 workers, under which there are maintenance of membership provisions with no obligation on any employee to join the union; an agreement for one plant with 36 workers for union shop conditions; and for two plants with 72 workers for closed shop conditions. Eighteen plants and 4,431 workers are under agreements which have no requirements as to union membership.

Maintenance of union membership, with no obligation on any employee to join the union, is provided in agreements for three plants. In two of these, affecting 260 workers, no escape period is provided in which employees who are union members may resign from membership.

It is understood and agreed by the parties hereto that all employees who are members of the union at the time of the signing of this agreement and all employees who may join after the signing of the agreement shall remain members of the union during the life of the agreement.

In the third agreement, covering 324 workers, with maintenance of membership, an "escape period" is provided; that is, a short period after the signing of the agreement during which union members may resign their membership, if they wish.

Every present employee who is a member of the union shall be given a period of 15 days from the date upon which the agreement is posted as hereinafter provided, within which to elect in writing to be filed with the company, and the union committee, either to remain a union member, or to withdraw from the union. If he elects to retain his membership in the union, then the continuance of his membership during the life of the agreement shall be a condition precedent to his retaining his employment with the company.

Every employee, whether present or future, shall, once he becomes a member of the union, retain his membership in the union as a condition precedent to his continued employment with the company for the life of this contract.

This same agreement quoted above contains a limiting qualification which is occasionally added to maintenance of membership clauses.

The obligation of the company to discharge an employee for failure to retain his membership in the union, shall arise only if, in the opinion of the company, such an employee could be promptly replaced by an equally well-trained and competent employee; such decision of the company, if the union so desires, to be subject to appeal to the National Employment Service authorities.

Union shop conditions apply to only one establishment, with 36 workers, and in this case apply to both old and new employees.

Closed shop conditions are provided under agreements for two establishments affecting 72 workers.

The party of the first part agrees that only members of the in good standing will be employed. If the local union is unable to supply skilled mechanics or helpers, then the employer has the privilege of employing such help as required, conditional upon them becoming members of a union affiliated with the American Federation of Labor.

The check-off is provided in agreements for four plants affecting 1,583 workers, in all of which authorization by the individual employee is a prerequisite. In one of these plants, as in the case of all check-off agreements in the non-ferrous smelting industry, the authorization, once given, remains effective for the life of the agreement. In the other three plants concerned, the authorization of the employee for check-off may be withdrawn at any time. The following is an example of such revokable check-off provisions and it includes the specification of the amount which is to be deducted.

The company will, during the life of this agreement, if and to the extent authorized by each union employee, in the manner hereinafter set out, but not otherwise, deduct from the first pay cheque due to each such employee in each calendar month while such authority is in effect the sum of one dollar (\$1) and remit the same to the financial secretary of the union. Any such authority to the company shall be given in writing on the form set out in Schedule "A" hereto, and shall be signed in duplicate by the employee concerned and shall be witnessed. The original shall be left with the personnel officer of the company and the duplicate left with the financial secretary of the union. Any such authority shall take effect on the fifteenth day following its receipt by the company. Any such authority to the company shall be revokable at any time by an employee by notice in writing to the company. Any such notice of revocation shall be signed in duplicate by the employee concerned and shall be witnessed. The original notice of revocation shall be left with the personnel officer of the company and the duplicate left with the financial secretary of the union. Any such authority of revocation shall take effect on the fifteenth day following its receipt by the company.

In this manufacturing group, agreements for 16 plants, involving 3,523 workers, have the provision under which the employer retains exclusive rights to hire whom he wishes.

The management of the works and the direction of the working forces, including the right to hire, suspend or discharge for proper causes and the right to relieve employees from duty because of lack of work or for other legitimate reasons is vested exclusively in the employer, provided that this right will not be used for the purpose or purposes of discrimination against any member or non-member of the union.

Preference for continued employment for union officers, committeemen or stewards when lay-offs are being made is provided in agreements for four plants, affecting 908 workers.

Preference for union officers for work on the day shift is provided in one agreement, affecting 324 workers.

The chairman of the committee and president of the local union, if employed by the company, shall work on the day shift during their respective terms of office. In case of emergency, they may be transferred temporarily to other shifts.

In the agreement for one plant, affecting 119 workers, employees are guaranteed the right to join or refrain from joining any union, while for five plants, affecting 863 workers, this right refers only to the union party to the agreement.

By agreements for 15 plants, affecting 3,221 workers, the employer undertakes to exercise no discrimination against employees because of their union membership or union activities, while for 13 of these plants, with 2,836 workers, the union makes the same pledge with regard to non-union employees.

Electrical Products and Repair

A total of 35 plants and 19,010 workers are covered by agreements. Of these, 24 plants and 11,784 workers are covered by agreements in which the workers are represented by unions affiliated with international or national central organizations. In 18 of these 24 plants the workers are represented by the United Electrical, Radio and Machine Workers of America.

One plant with 425 workers is covered by an agreement for maintenance of membership, which provision is similar to the one with the "escape period" quoted above in the "Brass and Copper Products" section, the "escape period" in this case being 30 days. This clause, however, has two other qualifications, one of which gives the condition for forfeit of union membership.

No employee of the company who is a member of the union shall forfeit membership in the union except for non-payment of dues for a period of two months or more.

The other qualification to the maintenance of membership provision in this same agreement makes provision for cancellation of this condition if the union ceases to have a majority of the employees.

If the number of company employees, members of the union, should at any time become 50 per cent or less of the total number of employees eligible for such membership either by way of resignation within the thirty-day period herein above referred to and/or failure to become members of the union, then the obligation of the company

under this general provision for "maintenance of membership" shall forthwith terminate.

Two agreements involving 239 workers have union shop provisions, in one case applying only to new employees, in the other to both present and new employees. In both cases the unions concerned are not affiliated with an international or national union.

The check-off is provided in agreements for ten plants, affecting 2,838 workers. In all cases it is effective only on authorization by the individual employee. In three of the ten agreements no stipulation is made as to whether the check-off may or may not be cancelled by the employee who has once authorized it. Under the other seven agreements, the employee may revoke his authorization if he wishes.

The employer retains exclusive rights as to hiring under agreements for 26 plants, affecting 15,644 workers.

Preference in continued employment to union officers, committeemen, and/or stewards when lay-offs are being made is provided in agreements for six plants, affecting 1,789 workers.

Agreements for 12 plants, affecting 6,949 workers, specially state that employees are free to join or refrain from joining the union party to the agreement. In one of these this is extended to any union.

Twenty-seven plants with 16,759 workers are covered by agreements in which the employer gives assurance that employees will not be discriminated against because of their union membership or activities. In 24 plants with 16,251 workers, the union gives a similar undertaking with regard to employees who are not union members.

Other Non-Ferrous Metal Products

This group includes the manufacture of jewellery, the smelting of aluminum and the manufacture of aluminum products, as well as miscellaneous non-ferrous metal products. There are 47 plants, affecting 15,385 workers, in this group, of which 44 plants and 11,987 workers are under agreements in which the workers are represented by international or national unions. There is a variety of unions representing these workers, including the International Jewellery Workers' Union, the Syndicat National des Employés de l'Aluminium, the International Union of Aluminum Workers of America, the United Electrical, Radio and Machine Workers of America, and the International Association of Machinists.

Maintenance of union membership provisions are found in agreements for four plants, affecting 833 workers; union shop provisions

for three plants, affecting 221 workers and closed shop provisions for six plants, affecting 52 workers.

The maintenance of union membership clauses provide in one plant for an escape period, while in the other three no such period is allowed. In one of these this maintenance of membership is dependent on a majority of employees signing for the check-off.

It shall be a condition of employment with the company that all members of the union as of, and all those who shall subsequently become members shall remain members of the union during the duration of this contract. The union is to supply the company with a list of the members every three months.

Check-off—upon receipt of properly witnessed authorization from individual members of the union, the company agrees to deduct union dues from the first pay in each month for the duration of this contract and remit same promptly to the proper union officers. This maintenance of membership and check-off, however, shall not become operative unless over 50 per cent of the union members sign authorization cards.

Union shop conditions apply in three plants, affecting 221 workers, in two of which only new employees are concerned.

It shall be a condition of employment for employees in category (a) and (b) that:

- (a) all employees who are members of the union on who have not tendered their resignation from the union on or before, as it is hereby agreed they may should they choose so to do.
- (b) all persons mentioned in definition category (a) who enter the employ of the company after date of present agreement.

shall retain their membership in the union and be and become members thereof, the union hereby agreeing to admit all such persons to membership upon their paying the requisite dues, and they shall maintain their membership therein. Throughout the term of the present agreement, it being expressly agreed that no employee in category (a) and (b) entering the company's service for the first time other than shall be required to be or become a member of the union until the expiry of three months from the date of his entering the employ of the company. In the case of a dispute as to whether an employee is or is not a union member, the union agrees to give the management proof, satisfactory to the management, that the employee is a union member.

The other union shop agreement applies to both new and old employees.

All employees covered by this agreement must be members and maintain membership in provided that no employee entering the company's service for the first time other than shall be required to become a member of the union until the expiration of a period of three (3) months from the date of such entrance. It is agreed

that a representative of the union, employed in the plant, shall have permission at any time to check up accordingly.

The check-off is used under the terms of agreements for five plants, affecting 1,244 workers, in four of which authorization is required from each employee desiring the check-off from his wages. In the fourth agreement it applies automatically to each union member.

The company agrees to deduct from the earnings of each employee, one dollar (\$1) per month for union dues, and to transmit by cheque regularly each month to the financial secretary of the union, the full amount of the dues so collected.

With regard to the amount of union dues to be deducted, some check-off clauses do not specify any amount but simply state "union dues"; others, as in the clause quoted in the previous paragraph, set the exact amount to be deducted; while still others, as in the clause quoted below, state the maximum amount which may be deducted.

The company recognizes the right of the union to levy initiation fees, dues and assessments in accordance with the constitution and by-laws of the union.

The company, where so authorized and directed by an individual employee in writing upon the card form supplied on the date of the execution of this agreement, will deduct union dues not exceeding \$1.50 per month from the wages of such employee and remit the same monthly to the union. Employees who have not directed the company to discontinue dues deductions within the 10-day period preceding the expiration of this agreement shall be considered as having authorized the company to continue such deductions for a further period of one year.

In agreements for 16 plants, affecting 10,522 workers, it is definitely stated that the employer has exclusive rights as to hiring. Union officers, committeemen and/or stewards are to be given preference over other employees in case of lay-offs, under the terms of agreements for five plants, affecting 2,000 employees.

Members of committees recognized or established by this agreement and stewards will be retained by the company in the event of a lay-off affecting their department, so long as there is work in their respective departments which they are qualified and willing to do, notwithstanding their position on the seniority list. Exceptions to this rule will be discussed and arranged with the grievance committee.

It is specifically stated in agreements for five plants, affecting 1,248 workers, that employees are free to join or refrain from joining the union party to the agreement; in three of these cases this extends to any union. Clauses guaranteeing that the employer will exercise no discrimination against any employees be-

cause of their union membership or activities are part of agreements for 36 plants, affecting 14,755 workers; while the similar guarantee

on the part of the unions affecting non-union members is part of agreements for 13 plants, affecting 8,738 workers.

Non-Metallic Mineral Products

This industry group includes the manufacture of glass and glass products, petroleum products and a number of smaller sub-groups which are included in this study as "other non-metallic mineral products."

Glass and Glass Products

There are on file agreements covering 17 plants, affecting 2,016 workers, in all of which the workers are represented by unions affiliated with international central organizations. These unions include the United Automobile, Aircraft and Agricultural Implement Workers of America, the Glass Bottle Blowers Association of United States and Canada, the Brotherhood of Painters, Decorators and Paperhangers of America, and others.

A maintenance of membership clause is found in agreements for eight plants, affecting 129 employees. An escape period during which present employees might withdraw from membership is included.

An agreement for one plant, with 550 employees affected, has provision for the union shop.

One plant also, having 127 employees affected, has the check-off provision, which is operative on authorization from the individual employee who may revoke his authorization at any time.

In six of the plants of this industry, affecting 1,785 workers, the employer retains the exclusive right of hiring his employees. In one case, however, preference in hiring is to be accorded to union members "providing they are competent and satisfactory in the opinion of the manager".

In one other plant, union committeemen are to receive preference in case of lay-offs.

In one plant, with 85 employees, a provision gives employees the right to join or refrain from joining the union party to the agreement. In six plants, with 1,785 workers, the agreements provide that the employer will exercise no discrimination against any employee because of his union membership or activities, while in five plants, with 1,262 workers affected, the union makes the same undertaking with regard to non-members of the union.

Petroleum Products

In this group there are agreements on file for 44 plants, affecting 6,492 workers. Only six of these plants, with 511 employees, have

agreements with unions affiliated with national or international unions. These unions include the United Oil Workers of Canada and other unions, all affiliated with the Canadian Congress of Labour. In almost all of the other agreements the workers are represented by employees' associations or joint industrial councils.

One plant, with 68 employees, has provision for union shop applying only to new employees, with present employees obliged to maintain their membership. This same plant has the check-off provision, if this is passed by the majority of the union members.

Deductions from wages, except those required by law, shall be made only on written consent of the employee The company agrees to deduct union dues from the employees' pay cheques provided that the necessary resolution to this effect is passed by a majority of the union members at a regularly constituted meeting of the union. Such deductions shall be made from the first pay cheque in each month, and shall cover dues payable by the employee for the previous month.

No preference to union members in case of hiring or to union officials in case of lay-offs is provided in any agreements in this industry group. In agreements for four plants with 477 workers the employers expressly retain exclusive rights as to hiring.

One agreement has a clause guaranteeing employees the right to join or refrain from joining the union party to the agreement.

Under the terms of 41 agreements, affecting 6,073 employees, the employer agrees that there will be no discrimination against any employee because of his union membership. Under agreements for four plants, affecting 332 workers, the union agrees not to discriminate against any employee because of his non-membership in the union.

Other Non-Metallic Mineral Products

This section includes the manufacture of asbestos products, brick and tile, lime, plaster and cement, monumental and building stone, pottery and china, and other products. There are agreements on file for 45 plants, affecting 4,704 workers, of which the agreements for 43 plants, affecting 4,581 workers, have national or international unions as the bargaining agency. Among the unions representing the workers are Syndicat National Catholique de l'Amiante (National Catholic Union of

Asbestos Workers) for asbestos products; United Brick and Clay Workers of America and Clay Products Workers' Union for brick and tile manufacturing; United Cement, Lime and Gypsum Workers' International Union for lime, plaster and cement manufacturing; United Granite Workers' Union for building and monumental stone; National Brotherhood of Operative Potters for pottery and china; the International Chemical Workers' Union, and the International Mine, Mill and Smelter Workers' Union for miscellaneous non-metallic mineral products.

Maintenance of union membership is provided in agreements for three plants, affecting 554 workers, in two of which an escape period is mentioned. Union shop clauses are found in agreements for 13 plants, affecting 1,141 workers, of which the agreements for nine plants and 750 workers apply the union shop condition only to new employees. Some of these do not specifically state that such employees must also maintain their membership. A qualification to the union shop provision sometimes is found, limiting the initiation fees for new employees required to join.

The union agrees to grant membership in the union to any new employees as herein defined, at an initiation fee of five (\$5) dollars.

The closed shop provision is found in an agreement covering eight shops, with 37 employees affected.

The check-off is provided in agreements for 15 plants, affecting 2,303 workers. In three cases the check-off applies to all union members automatically.

As long as this agreement is in force the employees hereby authorize the company and the company agrees to check off and forward to the financial secretary of the said union the fees and dues owing by the employees to the said union, which are established at this time as follows:—

Initiation fees
Local union dues

One of the agreements for automatic check-off is qualified by giving members who do not wish the check-off an opportunity to be exempted.

During the term of this agreement the company agrees to deduct union dues on a monthly basis from the wages of all union members whose names appear on the certified union list and from the wages of those employees whose names may be added to the list from time to time by union certification. It is further understood by both parties that union members who do not wish their union dues deducted from their wages must so notify the company and the union in writing between May 31, 1945, and June 14, 1945, both dates inclusive. From time to time, when other employees are certified by the union as being members, they must within 15 days of the receipt of such certification notify the company and the union in writing if they do not want their dues deducted.

In the other 12 agreements the check-off is operative only on authorization from the individual employees, and in four cases the authorization may definitely be revoked if the employee wishes.

In agreements for six plants, affecting 1,367 workers, the employer retains the exclusive right as to hiring. One agreement, affecting 70 employees, affords preference in hiring to union members.

When engaging men, the management will give preference to union members, if such are available and are capable of doing the work efficiently.

An agreement for one plant, with 385 employees affected, gives preference to union officials and committeemen in case of lay-offs.

Officers and the negotiating committee of the union shall, during their term of office in the union, head the seniority list. This will not apply to the filling of vacancies or promotions.

Under the agreement for one plant, with 385 employees affected, the employees are definitely given the right to join or refrain from joining the union party to the agreement. Under agreements for 23 plants, with 3,405 employees, the employers guarantee that no discrimination will be shown against any employee because of his union membership. Similarly, the union agrees to refrain from discrimination or coercion against employees because of their non-membership in agreements for 17 plants affecting 2,717 workers.

Chemical and Allied Products

This industry includes the manufacture of drugs and medicines, explosives and ammunition, paints and varnishes, soaps and toilet preparations, and other chemical products. There are agreements on file covering 54 plants and 9,268 workers. Of these, the workers are represented by unions affiliated with national or international central organizations in 29 plants, affecting 4,882 workers. Among

the unions representing the workers in this industry are the Canadian Pharmaceutical and Chemical Employees Union; federal unions affiliated with the American Federation of Labor; the Association of Employees of the Paint Industry (an organization representing employees in the paint industry in the Province of Quebec, and which is not affiliated with any central labour organization); the

International Chemical Workers' Union; the United Automobile, Aircraft and Agricultural Workers Union of America, and others.

Maintenance of union membership clauses are found in agreements covering three plants, affecting 487 workers, of which two such clauses provide an escape period. In one of these, this escape period occurs annually.

Any member of the union shall have the right to withdraw from membership in the union at any time between the 10th and 26th days of October in any year that this agreement is in force, by notice in writing mailed to the union and the company, and said withdrawal from the union will not prejudice the employee concerned in any way in the continuance of his employment by the company, provided that no member shall enjoy the right to withdraw from the said union under the terms of this subparagraph unless he is a member in good standing at the time of his notice of withdrawal.

Union shop conditions apply to nine plants, affecting 1,166 workers, of which eight affect only new employees; one has an escape period. One of these agreements, which applies to new employees, specifically exempts employees returning for reinstatement from service in the armed forces.

It is also understood and agreed that all new employees, except service men returning for reinstatement, upon becoming permanent employees of the company, must as a condition of continued employment, become members of the union and maintain

such membership for the term of this agreement.

There are no closed shop agreements.

The check-off is provided in agreements for 12 plants, affecting 1,721 workers. In three of these plants with 74 workers it applies automatically to all union members, and in the others on authorization by the individual employee. This authorization may be revoked by the employee under the terms of agreements for seven plants, with 1,315 workers.

The employer retains exclusive rights as to hiring new employees under agreements for 21 plants, affecting 3,249 workers. While retaining this right, one employer agrees to give preference to union members where possible.

When lay-offs are being made, preference in continued employment is to be given to union officials, committeemen and/or stewards under the terms of agreements covering five plants and 618 workers.

Employees are afforded the right to join or refrain from joining any union under agreements covering four plants and 1,122 workers, while this condition applies to the union party to the agreement in another seven plants, with 1,202 workers. The employer agrees to show no discrimination against employees because of their union membership or activities under agreements for 19 plants, affecting 4,184 workers, and the union agrees to refrain from exercising discrimination or coercion against non-members in 17 plants, affecting 4,054 workers.

Employment Policy

Employment and Development Works Planning

Meeting of I.L.O. International Development Works Committee

MEETING in Montreal during the week of January 28, the International Development Works Committee of the International Labour Organization studied methods of exchanging information on public works programs, and made recommendations on public investment in relation to full employment.

The meeting was attended by representatives of ten countries, including Belgium, Brazil, Canada, Colombia, Dominican Republic, Netherlands, Sweden, Switzerland, United Kingdom and the United States.

The Canadian representative was Group Captain B. F. Wood, Assistant to the Deputy Minister, Department of Labour, who was accompanied by two technical advisers from the Department of Reconstruction, Mr. H. W. Lea, Co-ordinator of Public Projects, and Dr. O. J. Firestone, Assistant to the Director General of Economic Research. Mr. Percy Bengough, President of the Trades and Labour Congress of Canada, and Mr. H. W. Macdonnell, legal secretary of the Canadian Manufacturers' Association, were also in attendance as labour and employer members of the Governing Body. Mr. Bengough was elected as one of the vice-chairmen of the Committee.

Supply of Information

The Committee drew up a new uniform plan for the supply of information by governments to the International Labour Office. Each country is to be asked to state the action it has taken in regard to the I.L.O. Public Works (National Planning) Recommendations of 1937 and 1944, and to provide the following information:

- (1) The total expenditure in each country on development works, classified, if possible, according to the type of body responsible for the works (central, regional and local Governments and publicly-owned undertaking not elsewhere included):
 - (a) for the most recent 12-monthly period for which information on actual expenditure is available;
 - (b) for the next following 12-monthly period (estimates);
 - (c) for the current 12-monthly period if not covered by (b), above (estimate); and
 - (d) any longer period for which plans have been prepared (estimate).

(2) Such information as may be available on the number of man-hours of work which has resulted or is expected to result on the site of the works.

(3) Such information as may be available on the methods adopted for financing the works, and more particularly on that proportion of the money which is raised by taxation and by borrowing, respectively.

(4) Copies of the documents, such as annual reports, technical studies, forms, handbooks and any other material which would be of use in understanding the methods adopted for the planning of development works.

On the suggestion of the Canadian delegation the Committee adopted the following definition:

For the purpose of this plan the term "public works (or development works)" means new works undertaken, and new plant, equipment and supplies purchased, by central, regional or local governments and publicly-owned undertakings not otherwise included, and maintenance and repair work related thereto.

The Committee also made recommendations to facilitate the flow of information concerning development works planning to countries which suffered during the war from enemy occupation.

Planning for Full Employment

The Committee decided to submit to the Governing Body the following list of points based, with modifications, on a report on public investment and full employment prepared by the International Labour Office:—

(1) In planning for full employment, Governments should aim at ensuring the maintenance of a high level of total expenditure, both private and public, and should in this connection plan public investment and its financing in such a way as to reduce industrial fluctuations as far as possible, as recommended by the Public Works (National Planning) Recommendations, 1937 and 1944, and to utilize resources with the utmost efficiency for the satisfaction of the needs of the people.

(2) (i) Government and other public authorities should time their public investment in such a way as to contribute to the maximum possible degree of stability in the major industries affected by it, such as, for example, the building and civil engineering industries and the mechanical engineering industry, in order to minimize the shifting of labour from industry to industry, and to permit continuous operation close to capacity. In selecting pro-

jects for inclusion in the public investment program, attention should be given to the various needs of different regions in each country concerned, both from the point of view of the development of the country and the maintenance of a high level of employment and income. Account should also be taken of the particular skills required for the carrying out of the public investment program to assure that the jobs provided match as far as possible the skills of the available labour supply.

(ii) As public services make a large contribution to national welfare and as it is desirable that public investment and public services be planned and budgeted on parallel lines, consideration should be given to the possibility (a) of regulating the timing and volume of variable public services such as, where appropriate, research and surveys, improvement of maps and records, hand-craft projects, so as to conform to the timing of public investment; and (b) when unemployment threatens of enlarging the program of continuous public services, such as health and education, and of varying the methods of financing such services in a counter-cyclical manner.

3. In order to provide needed flexibility in the use of public investment as an instrument to maintain full employment, public investment programs should include an appropriate volume of projects that can be completed within a relatively short period as well as projects of longer duration.

4. In order to secure a clearer picture of their financial position, Governments should give careful consideration to the desirability of revising their accounting systems in such a way as to separate capital outlays from the current or operating budget, carrying over to the latter budget (a) interest and depreciation charges on capital items and (b) earnings of self-liquidating projects.

5. Agencies equipped with necessary legal and financial powers should be established at all levels of government to plan, execute and, when necessary, co-ordinate public investment projects in such a way as to make a maximum contribution to economic development and to the prevention of unemployment.

6. In order that plans may be put into operation with a minimum of delay when unemployment is increasing:

- (a) all stages of planning, including financial planning, completion of a five to ten year normal program, together with a reserve of additional useful projects, and preparation of working drawings and

specifications, should be undertaken in advance;

- (b) such plans and programs should be subject to continuous evaluation and revision in the light of changing conditions;
- (c) public authorities should be granted wide powers for the speedy acquisition of land at fair prices, including authority to acquire sites in advance;
- (d) the procedure for letting contracts should be simple and speedy.

7. Wherever adequate personnel for efficient advance planning is lacking, since such advance planning is essential to the whole policy of using development works to reduce unemployment, Governments should:

- (a) give every feasible encouragement to the acquisition of adequate staff by the government bodies concerned; and
- (b) make all possible use of professional services available on a consultant basis; and
- (c) where possible, to provide a pool of skilled personnel that can be made available to assist lower levels of government, with the preparation of plans and programs; and
- (d) provide assistance for the training of requisite technical staff.

8. Since a major portion of public investment is undertaken by regional and local governments, central governments should develop systems of grants in aid for the purposes of:

- (a) assisting regional and local governments with the advance preparation of plans and programs; and
- (b) encouraging regional and local governments to time their public investment in relation to the employment situation; and
- (c) providing financial aid to such of those governments as require assistance to undertake an adequate development works program.

9. To assist in the efficient planning of public investment, Governments should collect and process all relevant statistics such as the volume of on-site and off-site employment and, if possible, secondary employment, provided by projects of different sizes and types, distribution of total man-hours by months, labour and materials costs, etc., and should communicate the statistics to the International Labour Office. It would also be useful if Governments would, for the purpose of evaluation, submit the sources of the data and the methods of procedure adequate in compiling the data.

10. Particular importance is attached to the International co-ordination of National Public Investment policies.

Employment Policy in the United States

THE United States Congress has adopted an Act establishing a national employment policy, under the terms of which the Federal Government accepts responsibility for promoting "maximum employment, production and purchasing power."

The Act declares that it is "the continuing policy and responsibility" of the Federal Government

to co-ordinate and utilize all its plans, functions, and resources for the purpose of creat-

ing and maintaining, in a manner calculated to foster and promote free competitive enterprise and the general welfare, conditions under which there will be afforded useful employment opportunities, including self-employment, for those able, willing, and seeking to work, and to promote maximum employment, production, and purchasing power.

The Act requires the President to transmit to Congress annually an economic report setting forth the levels of employment, production

and purchasing power in the United States, comparing these levels with those needed to carry out the national policy, predicting trends, and outlining a program to effectuate the policy. The President may also submit supplementary reports from time to time.

The President is to be assisted by a three-man Council of Economic Advisers, whose function will be to study the economic situation, appraise the various programs and activities of the Federal Government in the light of their contribution or lack of contribution to the maintenance of employment, and

to develop and recommend to the President national economic policies to foster and promote free competitive enterprise, to avoid economic fluctuations or to diminish the effects thereof, and to maintain employment, production, and purchasing power.

The Council may set up advisory committees and consult with representatives of industry, agriculture, labour, consumers, and state and local governments.

The Act also provides for a joint committee of both Houses of Congress, which will consider

the President's report and make recommendations with respect to its provisions. The Committee will also make a continuing study of economic matters.

The Employment Act as passed differs considerably in phraseology from the bill which had originally been introduced by Senator James Murray (L.G., Feb. 1945, p. 179). The original bill had referred to "full" rather than to "maximum" employment, and had asserted the "right" of "all Americans able to work and seeking work" to "useful, remunerative, regular, and full-time employment." This section was deleted by Congress, as was also a provision specifically requiring an increase in federal expenditure whenever spending by private enterprise fell short of the level required to maintain full production and full employment.

However, the sponsor of the legislation, Senator Murray, speaking in the Senate on February 8, asserted that the bill as amended contained "all the essentials of a full employment bill," and that the original program was implicit in the language of the revised bill.

National Employment Service in New Zealand

LEGISLATION to create a National Employment Service was enacted in New Zealand in November, 1945.

The Employment Act states that the principal function of the Service "shall be to promote and maintain full employment at all times."

In particular, the new organization is required

- (a) to operate as a voluntary placement service, with emphasis on assisting people to find suitable employment, assisting persons who require occupational readjustment or training, and helping employers to secure labour or to provide jobs,
- (b) to make surveys and forecasts of employment trends and opportunities over all sections of work, and
- (c) "generally to do all things deemed necessary or expedient for the purpose of promoting and maintaining full employment, whether by facilitating the better location or availability of employment in relation to the labour available or otherwise howsoever."

The National Employment Service is to operate as a department of government, headed by a Minister of Employment, and administratively by a Director of Employment.

It replaces the National Service Department New Zealand's manpower during the war

years, and which in turn replaced the pre-war Placement Service.

An official statement outlining the purposes of the Act states that during the period of return from wartime to peacetime conditions almost 100,000 persons will have to be re-absorbed into industry. This problem is complicated by the presence of five successive annual waves of school leavers who have entered industry and by the fact that some 180,000 compulsory employment directions were issued during wartime while large numbers of other persons voluntarily changed their normal occupations. New Zealand's population, according to the census of 1941, was 1,631,414.

As against this, a number of industries need to build up their manpower, though some are dependent upon the resumption of supplies of materials.

An important requirement in New Zealand is for more skilled workers. "Full employment cannot be achieved by merely providing unskilled employment—in fact, the employment of unskilled labour is largely dependent upon the availability and wise utilization of skilled men, technicians, scientific and other specialist personnel. The availability of these men, which exercised compulsory powers over in turn depends upon forecast opportunities, training facilities and some organized means of securing appropriate appointments.

"With knowledge of employment trends and forecasts a national employment service is

placed in the position of being able, by various voluntary means, to ensure that the inflow of skilled and higher qualified personnel is neither excessive nor insufficient; to secure the diversion or retraining of men in accord with industrial needs; to encourage the location of new industry to best advantage and the suspension or release of work projects in accordance with the availability of labour. Where necessary it should be in a position to stimulate the provision of employment. Further, such a service should be in a position to facilitate the re-entry into full employment of persons who, because of disablement or other reasons can no longer follow their usual employment. It should also be able to assist persons in the process of attaining adult status in industry and in this respect must be closely linked with vocational guidance services. Finally it should

be in a position, if necessary, to actually provide labour on a voluntary basis to meet any special community requirements which cannot otherwise be adequately met."

In addition to its main functions, the Department is empowered under the Act to establish and operate hostels and other establishments for workers.

Further, it may "provide a home-aid service, by making the services of workers employed in the Department available for domestic and other work in cases of emergency and in other special circumstances."

New Zealand's program for providing employment is complemented by its social security legislation, reference to which was made in the January issue of the *LABOUR GAZETTE* (p. 20).

Postwar Employment Trends in Britain

WITH the end of the war in Europe, modifications in Great Britain's manpower policy were put into effect. First, the practice of withdrawing men and women from industry for the Armed Forces and auxiliary services was relaxed at once. Secondly, demobilization was commenced; and thirdly, plans for the conversion of wartime to peacetime production were set in motion and accelerated as much as possible.

It is pointed out in *The Ministry of Labour Gazette* for January, that "the first two developments naturally tended to increase the number of men and women available for employment in industry," although this was delayed in some measure by the extension of demobilization leave. The effect of the third development was to release large numbers of munitions workers and others employed in wartime production. This made necessary a shifting of workers to industries and services which had suffered reductions during the war, although a considerable proportion remained in their existing employment for the production of goods for export and for civilian consumption. Others, especially women in wartime employment, retired from industrial activities. The net effect up to the end of November (1945), was to reduce the numbers in industrial employment by about 539,000, the number of men showing a net increase of 78,000 and the number of women a net decrease of 617,000.

At the beginning of 1945, the total estimated manpower in industrial employment was about 16½ million. Of that number, roughly 10,055,000 were men between the ages of 14 and 64 and 6,445,000 were women in

the age group 14 to 59. By the end of May the number of men had decreased by 80,000 and the number of women by 120,000. The number of men remained substantially the same during the succeeding three months, but in October and November there was a net increase of about 153,000, bringing the total at the end of the latter month to 10,133,000. Among women, the rate of decrease was fairly rapid in October, but there was some slackening in November, but the decrease in the six months beginning with the end of May was 497,000, about 100,000 fewer than had been expected.

Where Employment Shifts Occurred

The reduction in employment naturally occurred in the manufacturing industries, especially the metals and chemicals groups, including shipbuilding and repairing, engineering, aircraft, motors and vehicles, and explosives. During the first eleven months of 1945 the numbers in the munitions group decreased by 1,052,000. In the same period other manufacturing industries engaged in the production of goods for civilian needs increased the number of their workers by about 176,000.

In the basic industries, such as agriculture and mining and in Government services, public utilities and transport, there was a slight increase of about 19,000. Building, civil engineering, the distributive trades, professional services, catering, entertainment, and laundries showed a combined increase of about 318,000.

Records of Employment Exchanges

During the years prior to the outbreak of war the average numbers of insured persons registered at Employment Exchanges in the United Kingdom as unemployed ranged from 1½ millions in 1937 and 1939 to over 2½ millions in 1931 and 1932. From 1940 onwards the number fell rapidly to an average of less than 80,000 in 1944.

In the early part of 1945 the number of persons registered as unemployed remained at a low level and consisted almost entirely

of persons who were either changing from one job to another, or owing to age, physical disability, or other reasons, were suitable only for light work. There were too, some married women or others not available for transfer to employment in other districts. The vast re-distribution of manpower, however, which followed the cessation of the war in Europe in May necessarily resulted in some increase in unemployment. By the middle of December there were 285,000 insured persons registered as unemployed.

Canadian Arsenals Limited

THE Honourable C. D. Howe, Minister of Reconstruction, recently announced the formation of a Crown Company, Canadian Arsenals Limited, for the purpose of providing rapid mobilization of Canada's industrial capacity should the nation be called upon to supply armed forces by the Security Council of the United Nations Organization.

Working under the direction of the Department of Reconstruction and Supply the company will be an equal adjunct to the three armed services, and integrate its defence preparations with theirs. Its primary task will be to keep the weapons of the "hand-picked skeleton forces of the armed services of Canada", in top-notch condition and maintain Government and private factories and key personnel in a state of readiness.

Mr. Howe stated that by constant liaison with civilian plants producing automobiles, refrigerators, ships, aircraft, railway equipment, clothing and a host of other items necessary in modern warfare, Canadian Arsenals will facilitate a much swifter conversion to war production than was possible in the early days of the past war.

In addition, it is the intention of Canadian Arsenals Limited to maintain plants producing defence items such as explosives, guns, small arms, etc., which are of no value to civilian consumers.

As a "fourth service", Canadian Arsenals will keep abreast of the latest military equipment; and proceed to develop certain weapons of its own design although, owing to the relatively small armed forces to be main-

tained in Canada, the major portion of war equipment must necessarily conform to designs of the United Nations Organization. It will be equipped to produce pilot models of any Canadian-designed weapons and to prepare manufacturing specifications.

The formation of Canadian Arsenals Limited, was the result of over a year's intensive investigation by the Joint Arsenals Planning Board. It was established in September, 1945, and its president is Colonel Malcolm P. Jolly, who during the war headed Small Arms Limited, the Crown Company which produced large quantities of rifles and other small arms. The other directors and officers of the company are Brigadier A. Therriault, vice-president, R. M. P. Hamilton, J. G. Notman, N. P. Peterson, E. T. Sterne, and R. Flavelle, secretary-treasurer.

The Company's head office is situated in Ottawa. It embodies the gun plant at Longueuil, the Small Arms Limited plant at Long Branch, Ontario, the Dominion Arsenal at Quebec City, the Lindsay Arsenal at Lindsay, Ontario, the Cherrier shell-filling plant of Defence Industries Limited, St. Paul l'Ermite, Quebec, and a portion of the Research Enterprises Limited plant at Leaside, Ontario. A number of chemical and explosives plants built and operated during the war will be maintained by the company in a standby condition. Similarly, a supply of machine-tools and dies will be maintained in an inventory reserve.

The Minister stated that title in the Crown Company is vested in the people of Canada, through its ownership by the Crown.

Wage-Price Policy in the United States

A REVISED wage-price policy was announced by the President of the United States on February 14.

The policy laid down after V-J day had been to maintain the price level, with certain minor exceptions, but to return the determination of wage rates to free collective bargaining within the framework of the price level (L.G., Nov., 1945, p. 1624). Employers were authorized to grant such wage increases as did not affect prices without obtaining approval from the National War Labour Board.

In announcing the policy, President Truman had asserted his belief that wage adjustments were necessary in order to cushion the decline in take-home pay resulting from loss of overtime and other factors, and that industry could afford substantial wage increases without price increases. Industry, however, would not be asked to take unreasonable chances, and if after six months an industry which had granted a wage increase was unable to operate at a fair profit, the Office of Price Administration would take the wage increase into consideration in passing on an application for a price increase.

In announcing the changes in this policy, the President declared that he had hoped that as a result of free collective bargaining on wage questions the reconversion program would proceed vigorously and in an orderly manner. However collective bargaining had broken down in many important situations, several major strikes were in progress, and vitally needed production was lagging.

"It is imperative," he declared, "that production in great volume be accomplished. We face real difficulties. Many workers have found their weekly pay greatly reduced. Many companies, squeezed between costs and prices, are not in a position to wait through a six months' period as heretofore required before seeking price adjustments. This is especially true in some instances where there is a complete change from war production to civilian production.

"It is likewise true in the case of small companies which lack the ample reserves of many large corporations. Many small businesses were at a disadvantage during the war. They must not be so in peace."

Revised Policy

The object of the revised policy, which is put into effect by executive order, is "to permit wage increases within certain limits and to permit any industry placed in a hardship position by an approved increase to seek price adjustments without waiting until the end of a six months' test period as previously required."

The National Wage Stabilization Board (which has replaced the National War Labour Board) is authorized to approve any wage increases which it finds to be consistent with the "general pattern" established in the industry or local labour market since August 18, 1945. Where there is no such general pattern, provision is made for the approval of increases found necessary to eliminate gross inequities as between related industries, plants, or job classifications, or to correct disparities between the increase in wage or salary rates since January, 1941, and the increase in the cost of living between that date and September, 1945.

(According to *The New York Times*, the "general pattern" of wage increases since V-J day will be taken to mean increases of 15 to 20 per cent, although the President did not mention figures.)

The making of a wage increase without the prior approval of the Board is permitted, but constitutes a waiver of any right of the employer to use such an increase as a basis for seeking a price increase. The Stabilization Director will determine certain classes of cases, however, in which a wage increase may be granted without prior approval of the Board and without any waiver of right to ask for price relief. These cases will include all those in which the increase will clearly not have an unstabilizing effect.

An industry is defined as "in hardship," and thus eligible to ask for immediate price relief, if, after taking the entire amount of a wage or salary increase into consideration, a Price Administrator finds that the industry's current ceiling prices will leave it in an overall loss position. The price relief to be granted will be enough to enable it to operate at the same rate of profit as in the peacetime base period applicable to the industry—in most cases 1936-1939.

To support his program, the President urged Congress to extend the stabilization statutes without amendment and with all possible speed, "so that there may be no question in anyone's mind concerning the determination of the Congress to see the fight against inflation through to the finish." He also asked Congress to extend the subsidy program for another year, and to adopt legislation establishing price controls over housing.

In conclusion he urged the American people to support the national program against inflation, and called upon both management and labour to proceed with production. "Production," he said, "is our salvation. Production is the basis of high wages and profits and high standards of living for us all. Production will do away with the necessity for Government controls."

Index Numbers of Wage Rates in Canada, 1939 to 1944

THE accompanying table contains index numbers showing the changes in wage rates in various industries for the period 1939 to 1944. It is a continuation of the new series first published in Report No. 26 on "Wages and Hours of Labour in Canada" issued by the Department as a supplement to the *LABOUR GAZETTE* for June, 1945.

The table contains figures showing the changes in wage rates by individual industries as well as for the main groups of industries for the period 1939 to 1944. A table showing the index for the main groups only for the period 1901 to 1944 was published in the *LABOUR GAZETTE* for October, 1945 (p. 1424).

Under the Wartime Wages Control Order, 1943, effective February 15, 1944, the cost of living bonus was incorporated into basic wage rates in the data reported by employers to the Department in 1944. The bonus was also included in the wage rates from which the indexes for the previous years were calculated.

A revision has been made in the index for steam railways for the years 1939 to 1944. For the years 1941 to 1943 this index was calculated from average hourly earnings by occupations as published by the Dominion Bureau of Statistics in the Reports on Statistics of Steam Railways. These averages included overtime earnings. The revision was made in order to have this index on the same basis as those for other industries, that is, to reflect changes in wage rates in this industry in place of changes in earnings.

The general index covering all industries was 137.5 in 1944 compared with 132.8 in 1943, an average increase of 3.5 per cent. This compares with an increase of between 8 and 9 per cent in each of the last three preceding years and of 3.9 per cent in 1940 over 1939. The wartime increase in wage rates from 1939 to 1944 was 37.5 per cent.

Report No. 27 covering the year 1944 is expected to be available in a few weeks' time.

INDEX NUMBERS OF WAGE RATES IN CANADA, BY INDUSTRY, 1940-1944

(Rates in 1939=100)

Industry	1940	1941	1942	1943	1944
Logging	104.9	114.0	125.9	143.1	144.7
Logging, Eastern Canada.....	105.9	114.8	124.9	142.0	143.0
Logging, Western Canada.....	101.1	110.8	129.7	147.5	151.2
Mining	102.5	111.2	116.6	123.7	134.8
Coal Mining.....	102.1	109.4	113.1	124.8	146.0
Metal Mining.....	102.8	112.2	118.7	123.1	125.2
Metal Mining, Quebec and Ontario.....	103.0	112.2	118.0	121.7	123.7
Metal Mining, Manitoba and Saskatchewan.....	101.0	107.8	114.4	121.7	127.4
Metal Mining, British Columbia.....	102.7	113.7	123.0	128.7	132.1
Manufacturing	104.3	115.2	125.5	135.6	141.1
Textile Products.....	106.6	118.6	128.3	139.9	145.3
Primary Textile Products.....	107.5	119.0	127.8	140.4	146.0
Cotton Yarn and Cloth.....	109.6	123.8	128.1	136.6	139.1
Woolen Yarn and Cloth.....	107.6	120.1	136.6	152.8	160.3
Knitting—Hosiery, Underwear and Outerwear.....	105.8	112.5	123.6	138.5	146.2
Rayon Yarn and Fabrics.....	106.8	122.9	129.0	141.3	147.0
Clothing.....	105.3	118.0	129.0	139.3	144.3
Men's and Boys' Suits and Overcoats.....	107.2	117.9	129.8	146.6	151.9
Work Clothing.....	106.0	118.2	133.3	140.8	141.0
Shirts.....	102.4	107.0	122.6	135.9	146.5
Women's and Children's Coats and Suits.....	101.7	126.9	131.8	134.5	137.5
Women's and Children's Dresses.....	106.1	118.8	127.5	133.2	138.9
Rubber Products.....	102.1	117.1	127.1	129.9	135.1

INDEX NUMBERS OF WAGE RATES IN CANADA, BY INDUSTRY, 1940-1944—Concluded

(Rates in 1939=100)

Industry	1940	1941	1942	1943	1944
Manufacturing—Concluded					
Pulp and Paper Products.....	103.3	108.4	113.7	118.1	122.3
Pulp and its Products.....	104.6	109.5	115.1	120.0	125.7
Pulp.....	108.1	114.4	124.0	128.6	137.0
Newsprint.....	103.7	107.7	109.6	115.4	119.6
Paper other than Newsprint.....	103.4	107.5	113.2	120.1	124.7
Paper Boxes.....	102.9	115.5	123.9	128.9	133.1
Printing and Publishing.....	101.7	105.8	110.0	113.6	115.9
News Printing.....	101.3	105.5	108.3	111.6	115.8
Job Printing and Publishing.....	101.4	105.9	110.6	113.8	114.9
Lithographing, Photo-Engraving, Stereotyping and Electrotyping.....	103.5	106.4	114.6	117.8	118.6
Lumber and its Products.....	104.4	117.7	131.0	141.9	147.2
Sawmill Products.....	105.0	115.0	130.7	143.8	148.7
Planing Mills, Sash, Doors, etc.....	105.0	120.0	123.7	128.7	133.2
Furniture.....	101.7	125.0	139.0	147.6	154.8
Edible Plant Products.....	102.9	115.0	122.5	129.4	133.7
Flour.....	103.1	113.9	121.5	128.7	130.3
Bread and Cake.....	102.9	115.5	123.9	128.9	134.3
Biscuits.....	103.5	114.4	121.8	131.9	135.8
Confectionery.....	101.9	114.5	118.2	130.0	131.8
Fur Products.....	105.3	113.7	121.7	127.3	130.5
Leather and its Products.....	105.9	122.5	134.8	142.9	145.4
Leather (Tanning).....	104.5	119.5	135.9	148.9	156.8
Boots and Shoes.....	106.2	123.2	135.0	141.7	142.6
Edible Animal Products (Meat Products).....	103.2	112.7	119.0	127.2	129.3
Iron and its Products.....	102.7	112.9	125.6	138.8	142.6
Crude, Rolled and Forged Products.....	101.5	108.1	122.2	135.5	143.5
Foundry and Machine Shop Products.....	104.5	116.0	120.9	137.0	140.8
Machinery, Engines, Boilers, Tanks, etc.....	105.0	116.2	129.7	141.7	147.9
Aircraft.....	99.0	109.5	122.7	134.0	138.7
Shipbuilding (Steel Ships).....	104.9	121.2	132.2	144.4	145.3
Automobiles, Trucks, etc.....	100.6	108.6	115.8	122.7	126.3
Automobile and Truck Equipment and Parts.....	103.4	110.2	127.0	145.7	147.1
Stoves, Furnaces, etc.....	104.5	115.6	131.0	143.5	149.5
Agricultural Implements.....	105.1	117.6	136.7	151.9	155.8
Sheet Metal Products.....	103.9	114.1	126.4	138.2	142.8
Tobacco Products.....	102.8	113.0	120.4	131.5	140.3
Tobacco and Cigarettes.....	102.5	113.4	119.9	130.8	139.7
Cigars.....	104.1	110.8	124.5	135.1	143.0
Beverages (Brewery Products).....	103.9	113.3	117.1	121.9	123.5
Electric Current Production and Distribution.....	103.3	112.0	120.2	129.6	132.5
Electrical Apparatus, etc.....	105.6	123.2	133.7	146.4	146.5
Radio Sets and Parts.....	105.5	125.5	138.1	151.3	157.3
Electrical Apparatus.....	105.7	118.8	129.9	137.0	141.0
Construction.....	104.5	111.6	118.6	127.7	129.6
Transportation and Communication.....	102.2	107.5	115.1	125.7	127.6
Transportation.....	102.3	107.6	115.5	125.9	128.3
Water Transportation (Inland and Coastal).....	105.2	113.3	125.8	137.3	140.7
Steam Railways.....	*100.0	*109.4	*114.8	*125.5	*125.5
Electric Street Railways.....	104.9	110.1	114.9	122.4	127.6
Communication—Telephone.....	101.3	106.4	112.0	*121.9	122.4
Service—Laundries.....	105.4	110.5	116.5	127.3	128.9
GENERAL AVERAGE.....	103.9	113.1	122.5	132.8	137.5

* Revised.

Labour Management Production Committees Plan to Combat Absenteeism

A PROGRAM to be used by labour management production committees in combating absenteeism has been outlined by the Industrial Production Co-operation Board in a recent issue of its news bulletin.

The bulletin states that "the way to tackle the absentee problem is to track down the basic causes and apply remedies, in preventable cases, at the source."

The program is outlined below:—

1. DEFINE ABSENTEEISM

Absenteeism is defined as the failure of workers to report on the job when they are scheduled to work. An employee is to be considered scheduled to work when the employer has work available and the employee is aware of it, and when the employer has no reason to expect, well in advance, that the employee will not be available at the specified time.

2. DETERMINE POLICY

More satisfactory results can be expected if labour and management view absenteeism as a common problem and if labour, through the labour-management production committees, participates in the formulation and application of the rules for dealing with absentees. Together, labour and management may determine excusable absences, procedures for obtaining leave of absence, and rules for reporting back to work when leave is not granted.

3. KEEP PROPER RECORDS

Adequate records are essential to locate and control absenteeism, the bulletin continues. They should provide a continuing record of absence rates, broken down into significant classifications; reveal causes of absence and help control it.

4. EMPHASIZE ATTENDANCE INCENTIVES

Sound industrial relations policies emphasize the positive rather than the negative approach. The publishing of penalties, such as posting names of absentees causes resentment. Awards for regular attendance stimulate co-operation and boost morale.

5. APPRAISE MANAGEMENT'S RESPONSIBILITY

Management must evaluate its personnel policies and techniques to determine to what extent they contribute, if at all, to employee discontent.

6. SEARCH FOR CAUSES AND CURES

Committee action can discover the real causes of absenteeism and can often suggest practical and effective remedies. Some of the fields in which this committee action has proven helpful have been in production plan-

ning, hours of work, industrial accidents and diseases, nutrition, and in remedying factory conditions that result in indifference, boredom and fatigue.

Factory conditions should impress workers that their attendance is important. Insufficient and irregular work, particularly without explanation, may cause workers to feel their absence is not serious. Where there are real or fancied grievances, and bad feeling results, workers will sometimes deliberately come late or stay away. Some committees use "gripe boxes" where unsigned notes may be left calling attention to unsatisfactory conditions.

It has been shown that rest periods, nutritious snacks, and music reduce fatigue. Committees have found that recreational activities contribute toward better morale and health and greater interest in the job. Perhaps the most effective way to stimulate interest is to tell the worker about the importance of his job and to show him how his job is related to the final product.

Physical discomfort and cases of "nerves" often interfere with regular attendance. Consideration should be given to preventing as far as practical excessive fatigue, monotony, and tension in very noisy plants. Quite often the workers can pass on to the committee practical suggestions that would improve or remove unsatisfactory conditions. There may be simple, inexpensive improvements that everyone else has overlooked. Study of absentee records show that more people are away from work on Mondays and Saturdays, also the day after pay day or after a holiday. Committee action can reduce such absences by explaining to the workers the purpose of production schedules and the importance of regular attendance.

Production schedules are best explained through the labour-management production committee because workers are naturally more receptive to explanations given by fellow workers. If the employees recognize the importance of regular attendance, group pressure may be brought to bear on those who violate what has become accepted as the "social code of behaviour" for the working group.

Labour management production committees have co-operated with local agencies and services in order to help remove conditions that contribute to lost time. They have arranged for improved transportation service and been instrumental in arranging hours for shopping, visiting the doctor and dentist that are more convenient for the employees.

Social Insurance in Great Britain

National Scheme of Protection Against Loss of Income

A National Insurance Bill was introduced in the British House of Commons on January 24, and passed second reading on February 11. Aimed at establishing freedom from want by providing for a unified and comprehensive scheme of social insurance, the Bill embodies with certain modifications the proposals of the White Paper, *Social Insurance*, issued in September, 1944 (L.G., 1944, p. 1313), which in turn were based on the Report of Sir William Beveridge (L.G., 1943, p. 46).

The following benefits are to be provided:—

Sickness benefit;

Unemployment benefit;

Maternity benefits (maternity grant, maternity allowance, and attendance allowance);

Widows' benefits (widow's allowance, widowed mother's allowance, and widow's pension);

Guardian's allowance (to be paid in respect of orphans);

Retirement pension;

Death grant.

In addition to these benefits, provision has already been made for family allowances (L.G., 1945, p. 812), and is being made under a separate bill for industrial accident insurance. National Assistance will be paid under a separate scheme to those who are ineligible for benefits and are in need; and there will also be a scheme of health services.

The main benefit and contribution rates, which are somewhat higher than those proposed in the White Paper, are set out in tables 1 and 2.

The Bill establishes a minimum income of 42s. for a couple living together, and 26s. for a single adult. These rates cover the fundamental risks of unemployment, sickness, old age, and widowhood. For an adult dependent the rate is 16s. and for the first child in a family, 7s. 6d. (Provision is made for the first child only, since the Family Allowances Act provides for subsequent children. The family allowance rate is 5s. a week for each child except the first.)

Contributions

Title to benefits will depend on payment of prescribed numbers of weekly contributions. Contributions will be credited for weeks of unemployment and sickness, and

in certain other contingencies. There will be power to except from liability to pay contributions persons who are— (a) unemployed or incapable of work, or (b) drawing pensions or other benefits, or (c) under full-time education or unpaid apprenticeship, and to credit such persons with contributions. Persons whose total income is less than £75 a year will also be able to claim exemption from paying contributions, but this will involve loss of benefit rights.

Generally, contributions will be paid by means of stamps on an insurance card. Responsibility for paying contributions will be primarily on the employer, who will deduct the worker's share of the contribution from the worker's wage.

Sickness and Unemployment Benefit

An employed person will have a waiting period of three days at the beginning of a spell of sickness or unemployment, but he will be paid benefit for these three days if he is sick or unemployed on 12 days during a period of 13 weeks. On a subsequent claim for benefit, he will not have to serve a new waiting period, unless more than 13 weeks have elapsed since the end of his last spell of sickness or unemployment. Odd days of sickness or unemployment may count for benefit, but only where two or more of them fall within a group of six consecutive days.

A self-employed person will receive no benefit for the first 24 days of sickness.

There is no time limit on sickness benefit. Unemployment benefit may be drawn for 180 days, together with additional days of benefit assessed on the worker's record of contributions and benefit. In limiting the duration of benefit, the Government took the view that only short-term unemployment should be borne by the Insurance Fund, and that the responsibility for long-term unemployment should be a direct state responsibility under the National Assistance scheme.

Maternity Benefits

For a confinement, a woman will receive a maternity grant of £4, on her husband's insurance or on her own.

For a woman who ordinarily follows a gainful occupation, there will be in addition a maternity allowance of 36s. a week for 13

weeks beginning about six weeks before her confinement is expected, provided that she abstains from work. For other women there will be instead an attendance allowance of £1 a week for four weeks in addition to the maternity grant.

Widows' Benefits

A widow will receive an allowance of 36s. a week for 13 weeks. If she has been left

with a child of school age she will thereafter receive a widowed mother's allowance at the rate of 33s. 6d. If she is over 40 when this allowance ceases, and 10 years have then elapsed since the date of her marriage, she will qualify for a widow's pension at the rate of 26s. a week. This pension will also be paid to a widow who has reached 50 when her husband dies, or to widows incapable of self-support.

TABLE 1—COMPARATIVE STATEMENT OF MAIN BENEFIT RATES

	New Proposals	White Paper Proposals	Present Scheme
<i>Weekly Rates—</i>			
Sickness.....	26s.	24s. (20s. after 3 years)	18s. (10s. 6d. after 6 months).
Unemployment.....	26s.	24s.	24s.
Retirement.....	26s.	20s.	10s. (Old Age Pensions).
<i>Increases for Dependents—</i>			
Wife or other adult..... (Wife only in the case of retirement pension.)	16s.	16s.	None on sickness benefit. 16s. on unemployment benefit. 10s. O.A.P. for wife over 60.
First child.....	7s. 6d.	5s.	
<i>Widows and Orphans—</i>			
Widow's Allowance (first 13 weeks)...	36s.	36s.	Widow's pension of 10s. with allowance of 5s. for first child.
Widowed Mother's Allowance.....	33s. 6d.	29s.	
Widow's Pension.....	26s.	20s.	7s. 6d. (Orphan's Pension).
Guardian's Allowance.....	12s.	12s.	
<i>Maternity—</i>			
Maternity Allowance (for 13 weeks)....	36s.	36s.	None.
Attendance Allowance (for 4 weeks)....	20s.	20s.	None.
<i>Grants—</i>			
Maternity Grant.....	£4	£4	£2 (with a further £2 if a wife is also insured).
Death Grant (Adults).....	£20	£20	None.

TABLE 2—MAIN CONTRIBUTION RATES

	Employed Person		Employer of Employed Person		Self-employed Person		Non-employed Person	
	s.	d.	s.	d.	s.	d.	s.	d.
Men over 18.....	4	7	3	10	5	9	4	8
Women over 18.....	3	7	3	0	4	10	3	8
Boys under 18.....	2	8	2	3	3	4	2	9
Girls under 18.....	2	2	1	9	2	11	2	3

These rates exclude contributions under the industrial injuries insurance scheme, but include contributions to the new health service.

Men aged 70 and over and women aged 65 and over will pay no contributions. Men aged 65 to 70 and women aged 60 to 65 will pay contributions only if they are working and have not retired from regular employment. These provisions will not affect the employer's liability to pay contributions.

Guardian's Allowances

Where the parents (including step-parents) of a child are dead, and one at least of them was insured under the new scheme, any one who has the child in his family will qualify for a guardian's allowance at the rate of 12s. a week.

Retirement Pensions

Retirement pension age will be 65 for a man and 60 for a woman. The rate will be 26s. a week for single persons and 42s. for married couples (except that if the wife is insured in her own right she may draw the full 26s. as well as her husband).

If an insured person postpones retirement, his pension will be increased by 1s. for every 25 weekly contributions he pays in the five years after pension age.

At the age of 70 for men and 65 for women the pension will become payable whether the person continues to work or not. Where a man aged 65 to 70 or a woman aged 60 to 65 does any work after having qualified for a retirement pension, and earns over 20s. in any week, the pension will be reduced by 1s. for every 1s. the pensioner earns above 20s.

Death Grant

A death grant ranging from £6 for a child under 3 to £20 for an adult will be paid for the expenses connected with the death of an insured person or with the death of his wife, or child, or widow. Where the insured person is a woman, a grant will be paid for the death of her husband or child.

Married Women

A married woman who is a non-employed person will be excepted from insurance, unless, being already insured, she prefers to remain insured, e.g., in order to qualify for a pension in her own right.

A married woman who is employed or self-employed will be excepted from liability to pay contributions unless she prefers to pay, e.g., in order to maintain her right to sickness benefit.

Variation of Rates of Benefit and Contribution

An important provision in the Bill is that that Minister of National Insurance will review the benefit rates every five years with particular regard to any changes in the expenditure needed for the preservation of health and working capacity.

The Bill's estimates of the cost of unemployment insurance are based—like those in the Beveridge Report and the White Paper

—on an assumption that an average of 8½ per cent of employed persons will be out of work at any time. This will be another of the matters to be reviewed at the end of five years.

It is planned that contribution rates will be raised when employment in the country is high and lowered when unemployment increases. This is in accordance with the Government's policy for maintaining purchasing power and a high level of employment (L.G., 1944, p. 944).

Administration

The Act will be administered by the Ministry of National Insurance, which will have regional and local offices throughout the country. Provision is made for appeals from decisions of insurance officers to local tribunals and ultimately to a national insurance commissioner appointed by the Crown whose decision is final. There will be national and local advisory committees. Reciprocal arrangements may be made with the Dominions and other countries.

Application of Scheme

The Act is expected to come into full force in 1948.

In the meantime the existing schemes of unemployment and health insurance, old age pensions, family allowances, and assistance measures will be continued. The retirement scheme is to be brought into effect as soon as possible.

Cost of Scheme

The total cost of the insurance scheme for the first year of operation is estimated at £540,000,000. Speaking in the House of Commons on February 7, the Prime Minister, Rt. Hon. Clement R. Attlee, dealt with the question of whether the country could afford this expenditure as follows:—

"If the answer is 'No' it really means that the sum total of the goods produced and the services rendered by our people is not sufficient to provide for all our people at all times the very modest standard of life represented by the sums set out in the bill. I cannot believe that our national productivity is so low, our willingness to work so feeble, that we must admit to the world that the masses of our people must be condemned to penury. Where I do agree is that we can only afford it if we are prepared to utilize to the full our resources in labour and materials, our skill and scientific inventions, and our power of organization."

Safety for Dock Workers

“SAFETY in Dock Work” is the title of a monograph published by the International Labour Office to give effect to a Recommendation adopted by the Second Inter-Governmental Conference on Reciprocal Arrangements respecting Safety in the Loading and Unloading of Ships, which was held in London in July, 1935. The first draft of the technical part of the monograph was prepared before the war at the request of the Office, by Mr. C. Morzer Bruyns, Chief Port Labour Inspector of Rotterdam. Delay in publication was due to the outbreak of war, and the difficulties of translation and final revision under war conditions.

The study is divided into two parts, Part I dealing with the technical measures necessary to be taken to ensure safety in dock work and Part II containing the text of legislation for the prevention of accidents in dock work, which is in force in Australia, Chile, Germany, Great Britain, Portugal and Sweden. Included, too, is the text of two voluntary American Safety Codes, one prepared and recommended by the Maritime Association of the Port of New York and the other, the Pacific Coast Marine Safety Code, which was sponsored by the Accident Prevention Bureau of the Pacific Coast Marine Associations. Two International Labour Conventions designed to protect dockers are also given: No. 32 concerning the Protection against Accidents of Workers Employed in the Loading and Unloading of Ships, 1932, and No. 27 concerning the Marking of the Weight on Heavy Packages Transported by Vessels, 1929.

Both these Conventions are in force in Canada, the Weight-Marking Convention by the Canada Shipping Act, 1934, proclaimed in force on August 1, 1936. This Convention was ratified by the Government of Canada on June 30, 1938 (L.G. 1938, p. 972). The docks regulations were made on December 14, 1938, under the Canada Shipping Act, and amended on February 19, 1943. A resolution for approval of the Dockers' Convention was adopted by the Senate on December 10, 1945, and by the House of Commons on December 18, 1945 (L.G., 1946, p. 205). Formal ratification of this Convention is expected shortly.

Part I of the I.L.O. monograph contains chapters on (1) the general measure of protection for hoisting and transport machinery used in loading and unloading ships, including sections on the fencing of dangerous parts, safe means of access, protection against the

accidental descent of loads, and safety factors, (2) hoisting machines and gear on board; (3) cranes ashore and on pontoons and lighters; (4) slings; (5) masts and derricks; (6) derrick spans; (7) blocks; (8) chains, rings, hooks, shackles, swivels; (9) the influence of quality, lay, splices and number of strands on the strength of manila and steel wire ropes; (10) testing and examination of lifting machines and gear; (11) means of access to hold, to ship, to deck, to another ship; (12) hatches and hatchways, etc.; and (13) loading and unloading cargo.

Inspection and supervision are dealt with in another chapter. It is suggested that the port inspection service should be organized under the department responsible for the protection of industrial workers throughout the country; that it should be responsible for the protection of all workers employed on ships in so far as their work is not connected with the fitting out or navigation of the vessel; that it should be autonomous and entitled to consult and call on the services of shipping registration companies, technical associations, semi-official institutions, committees and so on; that

in the larger ports the inspectorate should be under the orders of an official with a sufficient technical and scientific training to enable him to deal with any problem that may arise. He must have a thorough knowledge of all the national and foreign laws and treaties affecting his work and must himself be competent to draft legislation and orders. He must be tactful in his dealings with employers and workers, whether individually or through their associations, and he must have a thorough knowledge of working conditions in his own district and elsewhere.

He must be fully acquainted with the economic problems with which the inspection service is increasingly being brought into contact. He must be able to speak for the service on technical subjects, labour questions, etc., at committee meetings and to represent his country at international conferences. He must be able to maintain the necessary relations with foreign authorities and other parties concerned.

In addition to his native language, he should have a sound knowledge of the languages chiefly used in international dealings.

The chief inspector in a large seaport must have at his disposal not only the necessary administrative staff but also a sufficient number of inspectors to ensure efficiency. Some of these inspectors must be capable of calculating, in so far as this is possible without complicated mathematics, the strength and stresses of hoisting gear and other appliances on land and on board ship. They must be able to judge sketch plans—a very important matter in the case of new structures—

and must have a wide knowledge of materials. In short, their scientific training must be sufficient to enable them to carry out all the duties entrusted to them and to submit detailed reports on their work, labour conditions and any special subjects on which they are consulted . . .

The remaining inspectors must have sufficient technical knowledge to understand all the problems connected with the loading and unloading of ships and must, like the others, be able to get on with the workers and their foremen. They should be specially responsible for supervising hours of work and must be able to draft simple reports . . .

When small ports are situated near larger ones, the former can be supervised by the inspection service of the latter. Otherwise, or when this arrangement is considered undesirable, the inspection duties in the small port, which will occupy only a very few hours daily, may be carried out by an official of some other service who is resident there and is acquainted with shipping matters. This can be considered a subsidiary appoint-

ment for which some slight extra remuneration may be paid. In this capacity the official will be attached to the inspection service of a larger seaport . . .

Another interesting chapter discusses briefly the diseases and toxic and other harmful substances to which dock workers are exposed. The diseases include anthrax from handling hides, wool, hair, etc.; diseases of the respiratory organs usually caused by dust from ore, fertilizers, etc.; inflammation of the membranes of nose and throat from dust; skin burns and eye diseases from handling pitch and similar substances; skin injuries, eye burns from corrosives such as soda ash, acetic acid, some fertilizers, etc. The toxic and harmful substances include phosphoretted hydrogen, carbon monoxide, carbon dioxide, gasoline and benzol vapours, paint, certain vegetable products, and lead.

Security for Seafarers

“SOCIAL Security for Seafarers” is the title of a publication issued by the International Labour Office in the interest of reaching international agreement on minimum standards for seafarers with respect to workmen's compensation, unemployment insurance, old-age pensions, etc., of equality of treatment for national and foreign seafarers residing in the country of the ship on which they sail, and of more effective protection for non-resident seafarers.

The study contains a comparative analysis of the law concerning such matters in Australia, Belgium, Chile, France, Netherlands, Norway, Sweden, the United Kingdom and in the United States, monographs on seafarers' social security services in those countries, a discussion of the need for a seafarers' social security charter, and a model scheme of seafarers' social security.

The model scheme has been drafted by the International Labour Office as a basis for further study by the maritime countries. Among the proposals is one for the establishment of a seafarers' insurance fund in each maritime country to be administered by a body which would include representatives of the shipowners' and seafarers' organizations, of the state's medical care services and its income security scheme, and another for the establishment of an international administrative organization.

The proposed code, if adhered to by all maritime countries, would entitle the seafarer,

wherever resident and of any nationality or race, both in and outside his country of residence, to medical care, compensation, maintenance and repatriation in case of illness, and his dependents to compensation in case of his death occurring during the voyage. All other risks would be covered by the social security schemes of his country of residence and his rights would be maintained during his service on a foreign ship by contributions levied by the seafarers' insurance fund of the ship's country and remitted to the social security funds of his country of residence. A seafarer left ashore outside his country of residence and outside the ship's country would be cared for by the country where he was landed at the expense of the seafarers' insurance fund of the ship's country. If no social security services existed in the country where he was left ashore, an agency of the international association would provide the necessary care.

A seafarer residing in a country not adhering to the seafarers' code and not having a social security scheme for its people would, if sailing on a ship of a country applying the code, receive medical care and be entitled to compensation, maintenance and repatriation in respect of illness, and his dependents compensation for death occurring during the voyage, wherever landed, both abroad and at home. He would not, however, be protected against other risks in his country of residence.

Rehabilitation

Procedure for Payment of Veterans' Out-of-Work Benefits Changed

UNDER an arrangement between the Department of Veterans Affairs and the Department of Labour, effective February 1, 1946, offices of the Unemployment Insurance Commission are authorized to pay out-of-work benefits to ex-service persons. The change in payment procedure, designed to speed up financial assistance to unemployed veterans, will allow persons who can qualify for out-of-work benefits under Order-in-Council P.C. 5210, to receive cash payment through the offices of the Commission.

Prior to this, payments of out-of-work benefits were made only through the Rehabilitation Centres of the Department of Veterans Affairs. Veterans living in centres where there were no offices or sub-offices of this department have been forwarding their applications by mail to the nearest Department of Veterans Affairs' office.

The procedure for payment under the new arrangement differs according to whether the veteran lives in a small or a large centre. In larger cities those qualifying for assistance are given a voucher which may be cashed on the premises. In smaller centres a warrant is issued which is negotiable at any chartered bank.

Applications for assistance will still be made to the District Rehabilitation Board of the Department of Veterans Affairs and approval must be obtained from the Board before payment can be made.

This new policy has been adopted in an attempt to cut down the time lag that has occurred between the date a veteran makes application and the date he receives payment. Under the former system it was necessary for D.V.A. to obtain, from the U.I.C. office concerned, information that employment was not available for veterans making application. In out-of-town cases further time was lost because cheques had to be mailed. By using the facilities of the Unemployment Insurance Commission it will be possible to make payments weekly instead of every two weeks.

The out-of-work benefits amount to \$50.00 a month for single men and \$70.00 for married men, with additional allowances for children.

Veterans registered with the National Employment Service as seeking employment and unable to find work become eligible for this assistance 39 days subsequent to discharge. They may receive assistance for a period equal to their length of service but not in any case to exceed 52 weeks. Application for out-of-work benefits must be made within 18 months of the date of discharge.

Veterans Awaiting Training and Education

It was announced recently by the Minister of Veterans Affairs, Hon. Ian A. Mackenzie, that veterans who have been required to postpone their vocational or university education due to lack of training facilities may now draw out-of-work allowances without reducing their periods of training assistance.

"Formerly, the period of waiting for training was so short that these veterans' interim income was not an urgent concern, but it is now estimated that the waiting period in many cases will extend to three or four months or longer," the Minister explained. "Previously, payment of out-of-work allowances to such veterans would have resulted in diminishing the allowance for training available to them under the Veterans' Rehabilitation Act and so defeating the rehabilitation purposes of the Act."

Order-in-Council P.C. 254, dated February 7, 1946, provides that any veteran who has applied and been approved for either vocational or university training in Canada under the Veterans' Rehabilitation Act, shall be entitled to receive, without affecting his training rights, an allowance for himself and his dependents equivalent to the out-of-work allowance. The out-of-work allowance amounts to \$50 monthly for a single veteran, with corresponding increases for dependents. A married man with two children receives \$94 monthly.

A heavy flow of applicants for vocational and university education has caused unprecedented congestion of training facilities. However, the delays, while unavoidable, will be adjusted as quickly as possible, the Minister asserted.

Trend of Veterans' Employment Preferences

It was announced recently by Hon. Ian Mackenzie, Minister of Veterans Affairs, that pre-discharge interviews of 33,153 service men and 1,769 service women at release centres across Canada during December, showed that 33 per cent of the men and 15 per cent of the women expect reinstatement in their pre-war civilian jobs.

Four per cent of the men and 15 per cent of the women planned to return to their own businesses—but the latter figure includes married women taking their places as home-makers.

Reinstatement of Ex-Service Personnel

Canadian employers are continuing to give full co-operation in reinstating ex-service personnel who wish to return to their employ, it was stated recently by Hon. Humphrey Mitchell, Minister of Labour.

"Evidence reaching the Department through reinstatement officers of the National Employment Service indicates that employers in a great many cases are exceeding the compulsory requirements of the 'Reinstatement in Civil Employment Act,'" the Minister said. "Many employers are doing much better for their employees who are veterans, than just giving back the old job."

The Labour Minister said that since August 1, 1945, an effort has been made to secure comprehensive statistics on the reinstatement in former employment of discharged members of the Forces. Between August 1 and November 30, the National Employment Service has followed through on 51,469 cases of discharges regarded as eligible for reinstatement at the time of discharge. Out of this number, 47,968—or 93 per cent—were reinstated with pre-enlistment employers. "These figures indicate," Mr. Mitchell pointed out, "the high percentage of men and women from the Armed Services who are anxious to return to their old employment."

Another 61,960 persons discharged during this period were also considered eligible for reinstatement, but facts are not yet available on them. This is because most of these were discharged in October and November, and the three months' legal period in which to apply for reinstatement had not elapsed when the

Twenty-one per cent of the men and 18 per cent of the women were reported as having told counsellors that they would be seeking employment, and 14 per cent of the men and 15 per cent of the women stated that new jobs were available for them.

Eleven per cent of the men and 18 per cent of the women intended to apply for vocational training, while seven and ten per cent respectively, desired university training. Smaller numbers had in mind Veterans' Land Act assistance for full-time farming, or on small holdings.

figures were made up. Reinstatement officers believe, however, that when the figures are available they will show a similar trend of return to the old job.

Of the 51,469 referred to as finally dealt with, 2,469 did not apply for reinstatement. These would include discharges who have undertaken training or education, as well as those who have decided to take up new work instead of going back to previous employment. Out of the same total only 1,032 applied and were not reinstated. On investigation by the Employment Service it was found that these actually had no claim under the Act. To insure that no man entitled to reinstatement is denied his job, the Employment Service investigates carefully every complaint received, whether through non-reinstatement or complaints over conditions under which a veteran has returned to a job arising over misunderstanding on the part of the employer or employee in connection with the provisions of the Act, and in the great majority of cases a satisfactory solution has been found.

Out of a total of 267,472 persons discharged from the Forces between August 1 and November 30, the pre-discharge interviews indicated that probably 113,429 were eligible for reinstatement. This latter total would not include veterans who were working at the time of enlistment, but for any reason—chiefly either because of temporary employment or because they were replacing others eligible for reinstatement—are not entitled to return to their pre-enlistment employment.

Co-operation of National Employment Service with Rehabilitation Committees

Hon. Humphrey Mitchell, Minister of Labour, recently announced that steps have been taken to tie in more closely the relations of the National Employment Service with the Citizens' Rehabilitation Committees across Canada.

Following consultations with Hon. Ian Mackenzie, Minister of Veterans Affairs, direc-

tions were sent to the Rehabilitation Committees, informing them that the officials of the National Employment Service would be available at all times for the purpose of assisting the committees in their work, and that officers from the National Employment Service would be available to serve on the committees as members. In most cases local

office managers have now been named to committees, and where this course has not been followed a close liaison has been established.

"Both the Citizens' Rehabilitation Committees and the National Employment Offices are making strenuous efforts to assist ex-service men and women back to civilian employment," the Labour Minister said. "It is important that the activities of these two institutions should be co-ordinated as closely as possible. Through the addition of National Employment Office Managers to the committees a much closer tie-in of the efforts of those directly responsible for the employment placement of veterans will be accomplished."

The Minister of Labour has communicated with the Chairman of each of the 700 local committees across Canada expressing his appreciation of the fine work that the committees have been doing. He pointed out the importance of assisting veterans in every way possible in becoming re-established in civil life. He re-emphasized the need for the fullest co-operation between the Departments of Labour and Veterans Affairs and suggested that wherever possible, the manager of the local Employment offices be made a member of the local committee. In that way, he felt that both the work of the committees and the local Employment offices might be made still more efficient in the satisfactory placement of veterans.

Management of C.I.O. Unions

THE Congress of Industrial Organizations recently made public a comparative survey of the manner in which its thirty-six affiliated unions in the United States conduct their affairs and account for their finances.

It recorded top salaries of officers as being \$6,000 a year or less for twenty-five of the unions. Phillip Murray, who receives no remuneration as president of the C.I.O., receives the highest salary, \$20,000 a year, as president of the United Steel Workers. Three heads of large unions receive more than \$10,000; all others receive less.

The majority of C.I.O. members paid initiation fees of less than \$5.00, with the general range running between \$2.00 and \$10.00. Twenty-seven unions levied no special assessments and \$2.00 was the highest reported.

Monthly dues were reported to be \$1.00 to \$1.50 for most workers, of which about half is retained by the local and the remainder goes to the international union. It declared that every union accounts to its membership for all money spent and thirty-two publish detailed financial reports available to all interested public parties as well as to the members.

Certified public accountants audit the books regularly in 31 cases; officers or committees especially elected do the auditing in the remainder, the survey reported.

According to the report, all unions except one specifically prohibit membership discrimination because of race, colour, sex, or creed, and that one delegates authority on this question to its locals.

Supreme legislative authority is invested in the annual or biennial international convention, whose sessions are generally open to the public. Proceedings are published in full by 31 unions, and the remaining five publish summaries or condensations.

All C.I.O. unions have provisions which preclude arbitrary expulsion by extending the right to a hearing to every member. A further right of appeal to the international convention is provided by 31 unions before expulsion becomes final.

In summing up its findings the report states: "This study does not prove that all C.I.O. unions are perfect,.....but the survey does demonstrate that C.I.O. unions have provided a democratic framework, in a constitution which insures basic democratic rights for all members."

Decisions of National War Labour Board

DURING the month of February the National War Labour Board issued decisions in the following cases:—

Beattie Cadillac Chevrolet Oldsmobile Limited, Toronto, Ont.

Lever Brothers Limited, Winnipeg, Man.

Lever Brothers Limited, Vancouver, B.C.

Metropolitan-Goulet Company, Limited, Montreal, P.Q., and Maurice Bourassa.

Lord Nelson Hotel Company, Limited and Hotel and Restaurant Employees' International Alliance and Bartenders' International League of America, Local 662.

McKinnon Industries Limited and United Automobile Workers (C.I.O.), Local 199.

Naugatuck Chemicals (Division of Dominion Rubber Company, Limited), Elmira, Ont., and Workers of Naugatuck Chemicals.

Drewrys Brewery, Regina, Sask., Sicks' Regina Brewery Limited, and International Union of Brewery, Flour, Cereal and Soft Drink Workers of America.

Drewrys Limited, Saskatoon, Sask., and International Union of United Brewery, Flour, Cereal and Soft Drink Workers of America.

Fowler's Canadian Company Limited, Hamilton, Ont., and United Packinghouse Workers of America, Local 188.

Mueller Limited, Sarnia, Ont.

Re: Beattie Cadillac Chevrolet Oldsmobile Limited, Toronto, Ont.

Reasons for Decision

The Company applied to the Regional War Labour Board for Ontario for permission to increase wage rates for its employees in several occupational classifications. For some of the classifications the Regional Board approved the increases requested and for others the requests were approved in part only. With leave of the Regional Board the Company appeals from those parts of the decision which concern the General Parts Manager, Field Parts Manager, Service Salesmen and Service Control Operator.

The submissions on appeal indicate clearly that the General Parts Manager is required to assume duties and responsibilities of the nature which, for the purpose of Wartime Wages Control Order 1943, would place him above the rank of foreman. This Board, however, has jurisdiction over his case, to the extent of authorizing a rate of \$250 per month. We are of the opinion that sufficient grounds have been advanced in support of a salary adjustment for the incumbent in this position, at least to the limit within our jurisdiction. We authorize the Company to increase the rate to \$250 per month for the General Parts Manager. Upon receipt of such rate he will then be subject to Wartime Salaries Order P.C. 1549.

We have not been able to detect any error on the part of the Regional Board in its decision concerning the Field Parts Manager except in respect of the ruling on the incentive bonus. The Company contends that the incentive bonus is inappropriate for this classification. With that contention we are in agreement and propose to allow it.

The Company states that it promotes its more senior mechanics to the occupational classification of service salesmen. To induce its mechanics to become service salesmen the Company should be in position to offer greater remuneration. This cannot be done under the Regional Board's decision. We are prepared to authorize an increase of 10 cents per hour over the rate approved by the Regional Board for this classification. The increased rates plus the commission will provide a sufficient differential.

The Control Operator is virtually an Assistant Shop Foreman. To provide a proper wage differential for this classification over the rate for the highest paid classification being supervised the rate requested by the Company should be approved.

The appeal is allowed to the extent indicated above and there will be a Finding and Direction accordingly.

February 4, 1946.

Re: Lever Brothers Limited, Winnipeg, Man.

Reasons for Decision

With leave of the Regional War Labour Board for Manitoba the Company appeals from a decision of that Board dated October 12, 1945. In and by that decision the Regional Board declined to approve a general adjustment in wage rates based on a job evaluation plan for the employees engaged in the Company's Winnipeg plant, but authorized the Company to increase wage rates for some occupational classifications listed in the application to the Regional Board.

The Company contends that the Regional Board's decision does not properly express the relationships which the Company and the employees have agreed should exist between the rates for the various factory jobs. In fact, it is stated, its adoption would create more anomalies than it would correct.

The Company for itself as well as on behalf of the employees concerned, asserts that the Regional Board's decision is not acceptable. Because the decision is an "authorization" and not a "direction", no useful purpose would be

served in confirming it. Accordingly the decision will be revoked.

Recently this Board dealt with an appeal by the Company from a decision of the Ontario Regional War Labour Board. In that case the Ontario Board declined to permit the Company to put into effect in its Toronto plant, a job evaluation plan which is based on the same formula as that used in this case. This Board dismissed the appeal in the Ontario case. In that case this Board came to the conclusion that the plan, if approved, would have a disturbing effect upon the whole wage structure in the Toronto area.

It seems appropriate to note here that the the Winnipeg plant, would have an effect upon the whole wage structure in the Winnipeg area which would be much more disturbing than that which this Board visualized for the Toronto area. The plan is not one which is acceptable within the limitations of Wartime Wages Control Order, 1943.

There will be a Finding and Direction giving formal effect to the foregoing.

February 8, 1946.

Re: Lever Brothers Limited, Vancouver, B.C.

Reasons for Decision

The Company applied to the Regional War Labour Board for British Columbia for permission to adjust the wage rates of factory and office employees engaged in its Vancouver establishment. The proposed adjustment of the wage rates was based on a job evaluation survey which followed the same pattern as those surveys which were made in the Toronto and Winnipeg plants of the Company. The Regional Board rejected the application and subsequently granted leave to appeal.

It seems appropriate to note here that the Regional Boards for Ontario and Manitoba rejected similar applications which the Company made to those Boards. The Company appealed from the decisions of the Ontario and Manitoba Boards and this Board dismissed the appeals.

The British Columbia Regional Board had before it substantially the same material as

that filed with this Board and, indeed, as that filed with the Ontario and Manitoba Boards. The conclusion reached in the case by the British Columbia Board was "that the proposed increases were entirely out of line with the established rates for similar occupational classifications in comparable industries in British Columbia." This conclusion corresponds with those arrived at by the other Regional Boards in the Company's cases before the other Boards.

The Company did not support its appeal with material which would entitle one to plead that the Regional Board proceeded on any wrong principle in deciding the case as it did. We are bound to conclude, therefore, that the Regional Board did not err in its appreciation of the facts or in its application of the law to the facts.

The appeal is dismissed. There will be a Finding and Direction accordingly.

February 8, 1946.

Re: Metropolitan-Goulet Company, Limited, Montreal, P.Q., and Maurice Bourassa

Reasons for Decision

Maurice Bourassa, a former employee of the Company filed with the Regional War Labour Board for Quebec, a complaint to the effect that for the period December 1, 1944, to June 9, 1945, the Company had failed to pay him

wages at the rate in effect for the occupational classification of welder (solderer) which he says he filled during that period. The Regional Board issued its decision concerning the complaint which decision is to the effect that the Company should pay Bourassa at the welder's

rate *unless* the company can prove that he was not doing welder's work during that period.

The Company applied to the Regional Board for leave to appeal and the Regional Board refused such leave. The matter now comes before us by way of an application for leave to appeal and an appeal from the decision.

This is another case where an attempt has been made to have the Regional Board act as a collection agency. We have on previous occasions tried to make it clear that war labour boards were not to act as collectors. They have no power to act in such capacity.

Notwithstanding the efforts put forward to have the Regional Board find that the Company owed this former employee a sum certain, a perusal of the Regional Board's decision justifies the statement that he has failed in those efforts. As indicated above the Company

is relieved of liability, if there is any liability, if it can prove that Bourassa was not doing welder's work during the period in question. The Regional Board's decision does not indicate how or to whom the Company is to provide the proof.

What the Regional Board might have done was to determine the occupational classification in which the employee should have been classified during the said period. This the Regional Board did not do, no doubt, because of the lack of evidence on the point.

It seems to us that the Regional Board's decision in its present form, serves no useful purpose and we think it should be vacated. Accordingly we allow the application for leave to appeal and the appeal. There will be a Finding and Direction revoking the Regional Board's decision.

February 14, 1946.

Re: Lord Nelson Hotel Company, Limited and Hotel and Restaurant Employees' International Alliance and Bartenders' International League of America, Local 662

Reasons for Decision

The Union applied to the Nova Scotia Regional War Labour Board for an order directing the company to increase wage rates for all employees who are subject to Wartime Wages Control Order, 1943. The Regional Board dismissed the application on the ground that the Company lacked ability to pay the increased rates as requested. The Regional Board also dismissed the Union's application for leave to appeal. The Union then applied to this Board for leave to appeal and at the same time entered its appeal.

The Regional Board's grounds as above stated are technically correct. We agree that the evidence shows that the employer is financially unable to pay *all* of the increases requested. In our view, however, the evidence on the point does not go as far as saying that no increases could be assumed.

Having taken that view and having realized that the relations existing between the management and the Union are extremely good, we concluded that it would be proper to grant

leave to appeal and to suggest to the parties that they negotiate further to the end that, at least, some of the inequalities in wage rates might be remedied.

The parties negotiated and have presented this Board with a new rate schedule with which both sides are in agreement. We are now asked to approve the schedule. This we are prepared to do.

It seems appropriate at this time to indicate that we appreciate the help given this Board by the President of the company and the International Vice-President of the Union. Without that help we, undoubtedly, would have experienced much difficulty in producing a satisfactory solution for the problems involved. The results obtained in this case through collective bargaining between people who are prepared to be fair, one with the other, should be an object lesson for others.

There will be a Finding and Direction which will give formal approval to the new schedule of wage rates.

February 11, 1946.

Re: McKinnon Industries Limited and United Automobile Workers (CIO), Local 199

Reasons for Decision

With leave of the Ontario Regional War Labour Board the Union appeals from a decision of that Board dated November 30, 1945. In and by that decision the Regional Board confirmed the base rate of 63c an hour for the company's "Harden and Draw Furnace

Operators" who tend automatically controlled furnaces.

The Union contends on this appeal that the Regional Board's decision has the effect of reducing wage rates and that the Regional Board did not have jurisdiction to produce such effect in its decision.

It would appear that in 1937 the Company maintained a certain Harden and Draw Furnace which was not equipped with pyrometers and other electrical apparatus designed to automatically control and regulate the heat of the furnace. The operators of this furnace were required to judge and regulate the temperature by frequently opening and looking into the furnace pit. The added duties and arduous working conditions connected with the operation of this furnace made it apparent to the employer that a special occupational classification should be established for such operation. This was done and for that classification a special rate was established which was and still is 5c an hour above the rate for operators of automatically controlled furnaces.

It is our view that the employer has two distinct occupational classifications—one handling automatically controlled furnaces and the other for the operation of furnaces not so controlled. Our view is supported by the definition of "occupational classification" as the same is defined in the Wartime Wages Control Order, 1943. In order that two employees may be regarded as being in the same occupational classification there must not only be similarity in the performance of work or duties but also in the exercise of a like type and degree of skill and accuracy. The submissions herein make it quite apparent that the operators of the non-controlled furnace are required to exercise a higher degree of skill in operating it than is exercised by operators of the automatically controlled furnaces.

We do not propose to disturb the rate established by the employer for the "Harden and Draw Furnace Operators" who tend furnaces which are not equipped with pyrometers or other electrical apparatus designed to automatically control the heat of the furnace. By the same token we do not propose to disturb the employer's established rate for the "Harden and Draw Furnace Operators" who tend an automatically controlled furnace. The 63c rate in effect for the latter classification shall be maintained by the Company.

It appears that at one time the Company had three employees engaged in the operation of the furnace which lacked the automatic controls above referred to. Later on the furnace was equipped with pyrometers and other automatic controls. Notwithstanding the changeover in equipment the three said employees continued to receive the rate for the classification created for the operation of the furnace without controls. It is quite obvious that the classification of the three said employees was changed at the time when the furnace was modernized. The continuation of the payment of the higher rate was irregular but the Company says that such irregularity was the result of an oversight on its part. It seems strange to us that the Company did not detect the irregularity long before it did. We are not surprised to find that the irregularity resulted in grievances made by the other sixty operators.

The appeal is dismissed. There will be a Finding and Direction accordingly.

February 21, 1946.

Re: Naugatuck Chemicals (Division of Dominion Rubber Co., Ltd.), Elmira, Ont., and Workers of Naugatuck Chemicals

Reasons for Decision

With leave of the Regional War Labour Board for Ontario the Company and the Union join in an appeal from a decision of that Board which rejected a joint application for permission to establish occupational classifications more specific than the current few generic ones in the plant and to establish single rates and ranges of rates, as the case may be, for the new occupational classifications.

On April 27, 1944, the Regional Board, in pursuance of a Union application, directed the Company to establish certain rates and ranges of rates for a few occupational classifications, some of which bore rather vague titles. The Company and the Union found that the direction restricted the operation of

the Company's job rating system. The Union asked the Company to re-rate the several operations in the plant. This was done apparently to the satisfaction of both parties because they joined in the application which led to the Regional Board's decision in this case.

We accept the occupational titles proposed. We have analyzed the proposed wage rates and have come to the conclusion that they can be and are justified under Wartime Wages Control Order, 1943.

The appeal is allowed. There will be a Finding and Direction in which the approved occupational titles and wage rates will be set forth.

February 21, 1946.

Re: Drewrys Brewery, Regina, Sask., Sicks' Regina Brewery Limited, and International Union of Brewery, Flour, Cereal and Soft Drink Workers of America

Reasons for Decision

The Union in two applications, one concurred in by Drewrys, the other by Sicks', asked the Regional War Labour Board for Saskatchewan for permission to change working conditions in the two breweries and to increase the wage rates of the employees in those breweries who are represented by the Union. On July 6, 1945, the Regional Board issued decisions in each case. The Regional Board declined to approve some of the changes requested in the working conditions and, except in the case of the classification "beginner", rejected the applications for wage increases.

By letter dated October 16, 1945, the Union requested the Regional Board to reconsider the July decisions. The Regional Board reviewed the decisions and on October 25, 1945, the Chief Executive Officer of the Board advised the Union that "The additional information submitted does not warrant the re-opening of the case and I am directed to say that the above mentioned decision (July 6, 1945) is sustained."

The Union did not seek leave to appeal but on November 9, 1945, filed with this Board its brief on appeal. For the purposes of this decision we shall treat the material filed as an application for leave to appeal.

The foregoing recital of the steps taken in this case indicates that the first point to be determined is whether the parties have any right to be before this Board. The right of appeal is created by Section 11 of Wartime Wages Control Order 1943. The decisions which the Union would have us vary are those of July 6, 1945. Under Section 11 the request for leave to appeal from those decisions should have been made to the Regional Board within thirty days of the an-

nouncement of the decisions or to the National Board within sixty days. Even the request for reconsideration was so long delayed as to make it impossible for us to treat it as an application for leave. In the circumstances we have no alternative but to deny the application for leave.

Before reaching the conclusion above stated we reviewed the wage rate structure in effect at the two breweries. During the course of the review reference was made to the Regional Board's files. The reference satisfies us that the Regional Board made a thorough and painstaking study of the cases in question and that it made the correct findings of the fact. There is nothing in the material before us which would show that the Regional Board committed any error in making those findings.

The Union claims that a certain brewery in another Saskatchewan city pays higher rates than those in effect in the breweries in question. Even supposing this is so, we cannot regard this one instance as being sufficient to disturb the generally prevailing levels. The Union also says that certain breweries in another province pay higher wages than those in effect in the Regina breweries. If it was necessary to check the wage rates paid in other provinces, and we say that in this case it is not only unnecessary but improper, there would be as much justification in introducing in evidence the wage rates paid in yet other provinces where to our knowledge the levels are lower.

Notwithstanding that our decision on the right of appeal actually disposes of these cases we deem it advisable to indicate what our views would have been on the merits had the appeal been properly launched.

Leave to appeal is refused.

February 20, 1946.

Re: Drewrys Limited, Saskatoon, Sask., and International Union of United Brewery, Flour, Cereal and Soft Drink Workers of America

Reasons for Decision

The reasons given by us in denying leave to appeal in appeal case *re* Regina Breweries apply with equal force and effect in this case, and we are, therefore, obliged to deny the application for leave to appeal in this case.

If the Union made a new application to the Regional Board it is possible that the Board might under Wartime Wages Control Order 1943 presently in effect, see fit to grant some adjustments in wage rates for the Company's First Cellarman. First Warehouse-

man, Brewhouse Helper, Operating Engineer—Third Class, Mechanic, Cooper, Carpenter and Painter and Watchman. In saying this we do not presume to dictate or even suggest to the Regional Board what it should do in the event that the further application is made. The Regional Board must deal with such application on its merits. In any event we cannot assume original jurisdiction in this case which is precisely what we would be doing if we attempted to make any adjustments in the rates for the above named classifications.

February 20, 1946.

Re: Fowler's Canadian Company Limited, Hamilton, Ont., and United Packinghouse Workers of America, Local 188

Reasons for Decision

This is an appeal by the Union from a decision of the Regional War Labour Board for Ontario dated November 1, 1945, which confirmed, on reconsideration, a decision of that Board issued on January 31, 1945. Leave to appeal was granted by the Regional Board.

The issue involved in this appeal concerns a request by the Union for an order directing the Company to pay double time for work performed on Sundays and statutory holidays.

In August, 1942, the Company and the Union entered into a collective agreement. In Article 3, Section 3, of that Agreement provision is made for the payment of overtime after nine hours in any one day, or 54 hours in any one week. Section 4 of the article provides that double the regular rate shall be paid for work performed on Sundays and holidays except where the regular shift falls on Sundays or holidays.

In 1944 the Company reduced its work-week to 48 hours and the Regional Board's decision of January 31, 1945, provides for premium rates for work performed in excess of 48 hours. In the same decision the Regional Board declined the Union's application concerning double time for work performed on Sundays and statutory holidays but directed the Company "to pay time and one-half for all work performed on Sundays where Sunday is not part of the standard work week of the employee and in the case of an employee where Sunday is part of the standard work week for work performed on the seventh consecutive

day." The Board further directed the Company to pay time and one-half for all work performed on six statutory holidays.

The Company contends that the double time provision as contained in the said collective agreement was contingent upon the establishment of a standard work-week of 54 hours and that the application of the Union to reduce the standard work-week to 48 hours had the effect of wiping out the provision contained in Section 4, Article 3, of that Agreement.

It is our view that Section 4 of Article 3 is not dependent upon Section 3 of the said Article and we are obliged to interpret that agreement in its written form and not otherwise.

We think that the conditions prevailing in other establishments in the industry should apply here and the appeal should be allowed for such purpose.

The Finding and Direction in this case will provide, amongst other things, that:

- (a) double the regular rate shall be paid to an employee for work performed by him on Sunday except where that employee's regular work falls on Sunday, but if the employee's regular day off falls on a week day he shall be paid double his regular rate if he works on such "day off";
- (b) in respect of six statutory holidays now declared by the law of Canada to be of general observance throughout Canada, hourly rated employees shall be entitled to receive double their regular rate for hours worked on any such day.

February 21, 1946.

Re: Mueller Limited, Sarnia, Ont.

Reasons for Decision

This is an application for leave to appeal and appeal by the Company from a decision of the Regional War Labour Board for Ontario dated November 7, 1945. In and by that decision the Regional Board approved an increase for the Company's cost clerk, but rejected the application insofar as it sought approval to establish ranges of monthly rates for certain foremen and others of supervisory rank.

From the submissions it would appear that the Company never had ranges for the single employee classifications concerned in this appeal, and we are unable to find in the submissions any sound reasons why we should now authorize the Company to establish them.

The Company's wage schedule has undergone several revisions since August, 1939. In the course of those revisions employees in the

occupational classifications concerned, in this case, have received substantial wage increases as have the hourly rated employees. The adjustments in wage rates for the hourly rated employees in most of the Company's departments have been greater than those for their respective foreman or supervisors. Indeed, it now appears that some hourly rated employees actually receive more wages than do their foremen.

The last-mentioned condition, no doubt, has been and, unless remedied, will continue to be a ground for grievance by the foreman directly concerned. In view of the foregoing we find it necessary to authorize the Company to adjust the monthly wage rates for its foreman in the following departments, namely: Brass Machine, Automatic Rod Machine, Inspection and Packing, Plumbing Assembly and Core Room, and for its Assistant Foreman, Polish-

ing and Plating and for the Assistant to the Production Foreman.

The Company has not pointed to any error in the Regional Board's decision in respect of the other occupational classifications mentioned in the appeal and we do not propose to disturb the decision as it concerns them.

Notwithstanding that there are proper grounds for the adjustments which we propose, such adjustments may have an unsettling

effect among the supervisory staff. It is for the Company to determine whether the adjustments will have such effect. We propose to authorize; we shall not direct.

The application for leave to appeal is allowed and the appeal is allowed to the extent above indicated. Finding and Direction accordingly.

February 25, 1946.

Economic Conditions in Canada, 1945

THE Dominion Bureau of Statistics has issued a bulletin on the economic conditions in Canada during 1945. It states that, "the average of six factors indicating the trend of economic conditions averaged higher in 1945 than in any other year."

Bank deposits, consisting of Dominion and Provincial balances and notice and demand deposits, rose to a higher level than in any previous year.

Speculation continued the upward trend of recent years; common stock indices averaged nearly 19 per cent over the preceding year and speculative trading was at the highest level that has been reached in a considerable time. Wholesale prices displayed a moderate gain; bond prices were considerably stronger, but the bond yield index receded about two per cent during the period.

Productive operations, because of a marked reduction in output of war supplies were at a lower level than in 1944. However the index standing of 212.5 indicates a peak level for any year except 1943 and 1944.

The marked decline in war expenditures by the Dominion Government was counter-balanced to a certain extent by increases in other lines. Preparations are being made for a marked increase in the activity of the construction industry. Contracts awarded rose 40 per cent to \$409,000,000 in 1945. Building permits in principal municipalities showed a slightly greater percentage increase, the total in 1945 having been \$136,000,000. The index of employment in construction, however, showed a gain of only about six per cent, indicating that many contracts have been placed without very much work having been performed upon them. The value of residential building under new contracts totalling almost one-half of all new business, suggests that at the present time the main limiting factor in house construction is the availability of materials and labour.

The production of steel ingots, indicative of the production of munitions and producers' durables, recorded a recession of 4.7 per cent, the total in 1945 having been 2,881,000 short tons. The recession in pig iron production was of slightly lesser proportions.

The export trade creates a strong demand for Canadian products. Total exports, excluding gold, amounted to \$3,267,000,000 during 1945, a decline of 6.2 per cent from the preceding year. Imports, at \$1,586,000,000, showed a decline of 9.8 per cent. The active balance of trade receded from \$1,724,000,000 to \$1,682,000,000. Net exports of non-monetary gold, being additional to the balance of trade, were \$96,000,000 in 1945 against \$109,700,000 in the preceding year, a decline of 12.5 per cent.

Retail trade was considerably greater in 1945 than in the preceding year. The average of the index during the first eleven months rose from 166.7 to 180.9. The percentage gain in wholesale sales was somewhat greater than in retail distribution, the index averaging 206.2 in the first eleven months of 1945 against 188.6 in the same period of the preceding year. Country general store sales averaged 6.5 per cent greater during the calendar year 1945 than in the preceding year, with all provinces sharing in the advance. The index of department store sales rose 11 per cent over the average for 1944.

The ordinary expenditures of the Dominion Government rose from \$528,000,000 in the first nine months of the fiscal year ended March 31, 1945 to \$827,000,000 in the same period of the present fiscal year. The war expenditures, on the other hand, dropped from \$2,442,000,000 to \$1,471,000,000, a decline of no less than 39.7 per cent. The increase in the United Nations Mutual Aid expenditures was 12.4 per cent, the total during the elapsed part of the present fiscal year having been \$759,000,000.

Industrial Disputes and Conciliation

Introduction

THE *Industrial Disputes and Conciliation* section contains monthly articles dealing with proceedings under the National War-time Labour Relations Regulations and with proceedings under the Conciliation and Labour Act and other legislation.

Under the War-time Labour Relations Regulations, P.C. 1003, the Government has extended its jurisdiction over employer-employee relations which are normally exclusively within the provincial field to the extent considered necessary to cover adequately employers and employees in industries "essential to the efficient prosecution of the war", but without attempting to include other industry which has not a direct bearing on war production. In so far as these latter industries are concerned, each province can make its own decision as to whether or not they shall be brought under the Regulations.

Agreements have been made under the Regulations between the Dominion and every province except Alberta and Prince Edward

Island providing for the setting up of provincial agencies for the administration of the Regulations.

The work of the War-time Labour Relations Board (National) is here described in two separate articles. The first deals with applications made by unions for certification and their disposition by the Board; the second describes conciliation proceedings under the Regulations and includes the reports of Boards of Conciliation.

Conciliation proceedings are also carried on by the Industrial Relations Branch of the Department of Labour under the provisions of the Conciliation and Labour Act which empowers the Minister to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together, and to appoint a conciliator or an arbitrator when requested by the parties concerned; and under P.C. 4020.

Applications for Certification under the War-time Labour Relations Regulations

The War-time Labour Relations Board (National) met for three days during the month of February. During this period the Board received one application, held four hearings, issued four certificates designating bargaining representatives, ordered two representation votes and rendered decisions in three appeal cases.

Certificates Issued

Four applications for the certification of bargaining representatives were approved by the Board and certificates issued, as below:—

1. Messrs. J. M. Smith, Harry Sipes and J. S. Thompson and the *Canadian Seamen's Union, Pacific Coast District*, for the unlicensed personnel employed on vessels operated by *W. F. Gibson and Sons, Vancouver, B.C.* Masters, mates and engineers were excluded from the bargaining unit.*

2. Messrs. J. M. Smith, Harry Sipes and J. S. Thompson and the *Canadian Seamen's Union, Pacific Coast District*, for the unlicensed personnel employed on vessels operated by the *Badwater Towing Company Limited, Vancouver, B.C.* Master, mates and engineers were excluded from the bargaining unit.*

3. Messrs. J. L. Pateman and A. Mose and the *Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees*, for the clerk accountants, shop timekeepers, clerk timekeepers, comptometer operators, typists, station payroll clerks, assistant station payroll clerks, trainmen's timekeepers, yardmen's timekeepers, enginemen's timekeepers, distribution clerks, Mechanical Department timekeepers, junior clerks, accountant clerks, and general clerks employed by the *Canadian Pacific Railway Company* in

* Following investigation of the application.

its District Accountant's Office, *Moose Jaw, Saskatchewan*.**

4. Mr. W. J. Edwards and the *Order of Railway Conductors* for the road train conductors employed by the *Temiskaming and Northern Ontario Railway, North Bay, Ontario*. The Board had previously rejected an application for certification of bargaining representatives submitted by the Brotherhood of Railroad Trainmen for the same employees following a representation vote in which it failed to obtain the support of a majority of the employees affected (*LABOUR GAZETTE*, February, 1946, p. 175).**

Representation Votes Ordered

1. *Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division 1374, and Western Canadian Greyhound Lines Limited, Calgary, Alberta* (L.G., December, 1945, p. 1789). Mr. H. S. Johnstone, Industrial Relations Officer, Winnipeg, Manitoba, was appointed by the Board to act as Returning Officer in a vote of the bus drivers, garage men, ticket clerks, express and baggage handlers of the *Western Canadian Greyhound Lines Limited, Calgary, Alberta*.

2. *The Brotherhood of Railroad Trainmen and the Canadian Pacific Railway Company, Montreal, Quebec* (L.G., January, 1946, p. 39). Mr. C. W. Rump, Industrial Relations Officer, Ottawa, Ontario, was authorized by the Board to act as Returning Officer in a vote of the sleeping and parlour car conductors and parlour car attendants employed by the *Canadian Pacific Railway Company, Montreal, Quebec*.

Application for Certification under Investigation

International Longshoremen's Association Local 38-162, on behalf of all longshoremen employed in the B.C. Coast Steamship Service of the Canadian Pacific Railway Company, Victoria, B.C.

Decisions of Board in Appeal Cases

1. On January 5, 1946, the Board issued Reasons for Judgment on the appeal of the *National Paper Employees' Association and the National Paper Goods Limited, Hamilton, Ontario*, from a decision of the Ontario Labour Relations Board, dismissing the application of the Association for certification of bargaining representatives.

The Ontario Board dismissed the application on the ground that the employees had

been induced to choose a particular group of persons as bargaining representatives as a result of a course of conduct of an official of the Company, and, therefore, such bargaining representatives had not been properly elected.

The National Board agreed in the result of the decision of the Ontario Board and was not prepared to certify bargaining representatives on the application of the Employees' Association which was incorporated by a solicitor who was, at the same time, a Director of the Company involved and who subsequently acted as Counsel for the Association before the Ontario Board and the National Board.

2. Following a hearing, the Board dismissed the appeal of the *Sitka Spruce Lumber Workers Union* from a decision of the Minister of Labour for British Columbia rejecting the application for certification of bargaining representatives submitted by such union on behalf of the employees of the *Sitka Spruce Lumber Company, Vancouver, B.C.*

The Minister of Labour for British Columbia rejected the application of the Sitka Spruce Lumber Workers Union for certification on the ground that the Constitution of the Amalgamated Unions of Canada did not authorize it to issue a Charter to the appellant union. It was disclosed during argument before the Board that the Constitution of the Amalgamated Unions of Canada had been amended so as to authorize it to issue Charters but the meeting at which this amendment was authorized was held two days subsequent to the submission of the application.

Under these circumstances, and in view of the fact that all steps prescribed by the Wartime Labour Relations Regulations, P.C. 1003 for the negotiation of a collective agreement, including a reference to a Board of Conciliation, had been taken by the certified union, the International Woodworkers of America, the Board expressed the opinion that bargaining representatives appointed by another organization should not be now certified and dismissed the appeal.

3. On February 7, Reasons for Judgment were given allowing the appeal of the *Canadian Fishermen's Union* from a decision of the *Nova Scotia Wartime Labour Relations Board*, rejecting applications of the Union for the certification of bargaining representatives appointed by the Union on behalf of the crew of each of a number of fishing vessels operating out of Halifax and Lunenburg, N.S.

The application had been rejected by the Nova Scotia Board on the ground that "the relationship between the crew members and the owners of each vessel in question was not

** Following investigation of the application, a public hearing and a representation vote.

the relationship of employees to employer as required to exist by the Wartime Labour Relations Regulations (P.C. 1003) and that, therefore, the Regulations had no application to the case in question."

In its Reasons for Judgment the Board expressed the opinion that the members of the crew of a fishing vessel whose remuneration is a share in the proceeds of the fish caught, are employees within the meaning of the Regulations and that there was nothing to

prevent the union from negotiating a collective agreement on the basis of a share in the proceeds of the catch or on any other basis.

Following the decision of the National Board, bargaining representatives appointed by the union were certified for the members of the crew of each vessel on whose behalf the appeal had been taken.

The texts of the Board's formal Reasons for Judgment appear below:—

Between: National Paper Employees' Association, Petitioner Appellant, and National Paper Goods Limited, Hamilton, Appellant, and Hamilton Allied Printing Trades Council, Intervener Respondent.

The Board consisted of the Chairman and Messrs. Best, D'Aoust, Deschamps, Mosher, Picard, and Taylor.

Reasons for Judgment

The judgment of the Board was delivered by the Chairman.

This is an appeal by the Association from a judgment of the Ontario Labour Relations Board, by leave of that Board, and an application by the Company for leave to appeal from the same judgment. The judgment in question dismissed the application of the National Paper Employees' Association for the certification of bargaining representatives elected by a majority of the employees of the Company.

Without expressing an opinion on the finding of the Ontario Board, this Board agrees in the result of that decision, and is not prepared to certify bargaining representatives on the application of an Association which

was incorporated by a solicitor who was at the same time a Director of the Company involved and who subsequently acted as counsel for the Association upon applications for certification heard by the Ontario Board and on appeal to this Board.

The Company will have leave to appeal but both appeals will be DISMISSED.

(Sgd.) G. B. O'CONNOR,
Chairman,
for the Board.

R. R. EVANS, Esq., K.C.

H. G. TURNBULL, Esq.

for Petitioner Appellant.

H. A. F. BOYDE, Esq., K.C.

for Appellant.

R. H. BROWN, Esq.

F. J. BARRETT, Esq.

J. W. BRUCE, Esq.

for Intervener Respondent.

Dated at Ottawa, February 5, 1946.

Between: Sitka Spruce Lumber Workers' Union, Appellant Petitioner, and International Woodworkers of America, Local 1-217, Respondent Intervener, and Sitka Spruce Lumber Company Limited, Vancouver, B.C., Respondent.

The Board consisted of the Chairman and Messrs. Best, D'Aoust, Deschamps, Hills, Mosher, Picard and Taylor.

Reasons for Judgment

The judgment of the Board was delivered by the Chairman.

This is an appeal by the Sitka Spruce Lumber Workers' Union from a decision of the Minister of Labour for British Columbia, who performs the functions of the British Columbia Labour Relations Board, dismissing its application for certification of bargaining representatives on behalf of the employees of the Company.

On March 3, 1944, bargaining representatives were selected by the International Woodworkers' Local and were certified by the Minister of Labour for British Columbia under the Industrial Conciliation and Arbitration Act of the province. Following the enactment of the Wartime Labour Relations Regulations, P.C. 1003, these bargaining representatives were re-certified by the Minister of Labour for British Columbia on June 1, 1944, under the Regulations. Since that time the International Woodworkers' Local has been negotiating with the Company but has been unable to conclude an agreement. A Conciliation Officer was appointed, pursuant

to the Regulations, but his efforts having proved unavailing a Conciliation Board was appointed and reported that both the employer and the union were satisfied with the standard form of agreement I.W.A. C.I.O. District No. 1, and that the employer would have signed it long since if he had not received a petition signed by 54 employees requesting the employer to refrain from signing any agreement with the International Woodworkers' Local (L.G., Oct., 1944, p. 1255).

The Minister of Labour for British Columbia dismissed the application on the ground that the Amalgamated Unions of Canada which issued the charter of the Sitka Spruce Union was not authorized by its own charter to do so. During the course of the argument before the Board, it developed that the charter of the Amalgamated Unions of Canada had been amended by the governing body so as to authorize it to issue charters and that this governing body had authority to make any amendment not inconsistent with the original charter. This amendment was confirmed at a general meeting of the members of the Amalgamated Unions two days after the date of the application for certification. The Board does not find it necessary to decide whether the amendment to the charter of the Amalgamated Unions by its governing body was effective at the date of the application.

The Wartime Labour Relations Regulations, P.C. 1003, do not expressly provide for the

revoking of certification of bargaining representatives. Section nine of the Regulations provides that the employees may elect new bargaining representatives after the expiry of ten months of the term of a collective agreement.

Here no collective agreement has been consummated but the bargaining representatives presently certified have taken all steps prescribed by the Regulations towards the negotiation of a collective agreement. The employer has not, however, proceeded with the completion of the agreement on the ground that the employees have, during the period of negotiation, changed their allegiance to another union. In these circumstances the Board is of opinion that bargaining representatives appointed by another organization should not now be certified.

The appeal is DISMISSED.

(Sgd.) G. B. O'CONNOR,
Chairman.
for the Board.

C. A. MUNRO, Esq.
for Appellant Petitioner.

E. A. FORSEY, Esq.

N. S. DOWD, Esq.

A. ANDRAS, Esq.
for Respondent Intervener.

Dated at Ottawa, February 5, 1946.

Between: Canadian Fishermen's Union, Lunenburg, N.S., Appellant, and Owners of "Sea Nymph" (A. M. Smith & Co. Ltd.), Halifax, N.S., Respondent, and Owners of "Lilla B. Boutillier" (Lilla B. Ltd.), Halifax, N.S., Owners of "Theresa E. Connor" (Nellie C. Ltd.), Halifax, N.S., Respondents, and Owners of 16 fishing vessels operating from Lunenburg, N.S., Respondents.

The Board consisted of the Chairman, Messrs. Best, D'Aoust, Deschamps, Hills, Mosher, Picard and Taylor.

Reasons for Judgment

This is an appeal by the union from the judgment of the Nova Scotia Wartime Labour Relations Board dismissing the application of the union for certification of bargaining representatives appointed by the union for the crew of each of a number of fishing vessels operating out of either Halifax or Lunenburg, N.S. Each application was for certification for the crew of a specified fishing vessel and was rejected by the Nova Scotia Board upon the ground that "the relationship between the crew members and owners of each vessel in question is not the relationship of employees

to employers required to exist by the Wartime Labour Relations Regulations and that therefore these regulations have no application to the cases in question."

The parties agreed upon the following facts covering the operation of *Lilla B. Boutillier* and *Theresa E. Connor*:—

- "1. The Power Schooners *Lilla B. Boutillier* and *Theresa E. Connor* are operated out of Halifax in the deep-sea fishing industry.
2. Of the sixty-four (64) shares in the *Lilla B. Boutillier* fifty-nine (59) are owned by Lilla B. Limited, a Nova Scotia corporation, and five (5) by the Master of the Vessel, George Himmelman.
3. Of the sixty-four (64) shares in the *Theresa E. Connor* fifty-nine (59) are owned by Nellie C. Limited, a Nova Scotia corporation, and five (5) by the Master of the Vessel, Clarence Knickle.

4. All the share capital in both Lilla B. Limited and Nellie C. Limited is beneficially owned by Maritime National Fish Limited.
5. The crews of both Vessels are engaged by the Master. No Articles or other contracts of service are signed. Members of the crew are not obligated to remain for more than one voyage and, on the other hand, may be discharged at the end of any voyage if not satisfactory.
6. Each Vessel is provisioned by the Cook under the supervision of the Master. The Cook actually purchases the provisions and makes all contracts for such purpose. He is, however, directly responsible to the Master. In the ordinary course when the catch is sold to Maritime National Fish Limited, the cost of provisions is actually paid by that Company and charged against the Vessel's share of the catch.
7. At the end of each voyage the gross catch is sold at prevailing price. From the gross amount so received are deducted the following amounts:—

Commission of the Master at 2½ per cent of the gross.

Cost of bait, ice and fuel oil.

Rent of Sounding Machine.

\$1 for each day of the voyage for the Cook.

\$1 for each day of the voyage for the Engineer.

\$4 per trip for the Second Hand.

The amount remaining after making these deductions is divided equally into two parts, one known as 'the Vessel's share' and one known as 'the Men's share'.

The Men's share is divided equally among all crew serving on the Vessel, including Master, Engineer, Cook and Second Hand.

From the Vessel's share there are deducted and paid the following amounts:—

Commission to the Master—1¼ per cent of the gross proceeds of sale.

\$1 per day for the Cook

\$1 per day for the Engineer.

And the full pay of the Ketchy, so-called.

When, as is the usual practice, the catch is sold to Maritime National Fish, Limited, that Company issues its cheque to the Master for a lump sum covering not only the amount above referred to as 'the Men's Share' but also the commissions of the Master at 2½ per cent and 1¼ per cent respectively, and the amounts payable to the Cook, Engineer, Second Hand and Ketchy. The Master distributes the money among the persons entitled to it. The only voucher or receipt that Maritime National Fish Limited receives is the paid cheque endorsed by the Master.

The balance thereafter remaining is credited to the account of the Vessel with Maritime National Fish Limited, and the Vessel is charged with any expenditures that may have been made on her behalf by that Company.

8. When, as sometimes happens, the catch of either of the above Vessels is landed at a port other than Halifax, the Master sells the catch to the buyer at such points, receives the money and makes the division on the basis above set forth. Any amounts received by Maritime National Fish Limited from the Master on any such division are credited by Maritime National Fish Limited to the account of the Vessel."

The agreed statement of facts covering the operation of the *Sea Nymph* is as follows:—

"1. ENGAGEMENT OF CREW

The arrangement between the Owner and the Captain is made by mutual agreement between them.

The Captain usually contacts the mate and other members of the crew with the exception of engineers. In some cases the Owner reserves the right to approve the Captain's choice of mate.

Engineroom staff is contacted and approved by the Owner.

"2. PROVISIONING OF SHIP

(a) Prior to May 5, 1945, cost of provisions was deducted from vessel's share. Contract for provisions made by owner.

(b) After May 5, 1945, cost of provisions deducted from crew's share. Provisions contracted for by owner on behalf of crew. Crew provides list of provisions wanted.

"3. DIVISION OF PROCEEDS AT END OF VOYAGE

(a) Prior to May 5, 1945; attached are copies of:—

(i) Share Statements for March 17, 1945, catch.

(ii) Wages Payroll for above date.

From gross receipts there was deducted rental of depth sounder of \$50. The balance was divided among vessel and crew, the latter receiving the percentages shown and the vessel the balance which varied from trip to trip depending on the size of the crew. The vessel paid all operating expenses out of its share including a fixed amount per day to each member of the crew. Gross Receipts from sale of livers divided among crew without deduction.

(b) After May 5, 1945

Attached is a copy of a statement showing settlements for trip May 15 to 25, 1945.

Amounts deducted from gross for mate, Chief Engineer, Second Engineer and Bos'n are on a daily basis and in effect are paid by crew and vessel equally. Cook is paid on a daily basis by the crew.

Operating costs shown are deducted from the crew's share.

Captain receives 2½ per cent of gross charged to crew and vessel, 1¼ per cent of gross charged to vessel and shares with crew in its net proceeds.

Gross receipts from sale of livers divided among crew without deduction.

"4. DURATION OF ARRANGEMENT

Arrangement is on a voyage basis—one trip in each case. Crews are substantially the same from trip to trip.

"5. RESPONSIBILITY FOR SALE OF CATCH

No definite arrangement but vessel owner sells catch on behalf of all.

"6. SHIPPING ARTICLES

No Shipping Articles in use.

"7. HOLDING OF SHARES IN VESSEL

Shares in vessel held by A. M. Smith & Company, Limited, paid for in cash."

The ownership of each of the 16 vessels in the Lunenburg fishing fleet is, as is the custom, divided into 64 shares held by a number of persons and the Master of the ship invariably holds some of the shares in his boat. For salt fishing voyages a written agreement is signed by the owner and crew but for fresh fishing voyages, which are of short duration and for which no agreements are signed, similar provisions also apply.

The type of contract is as follows:—

AGREEMENT WITH FISHERMEN

"It is agreed between.....agent or owner of the schooner..... and..... master or skipper of the said schooner and the fishermen whose names are to this agreement subscribed, that the said..... will at their own expense equip the schooner with all necessary tackle and apparel for a fishing voyage or voyages; the provisions, salt and craft will be provided and paid for by..... and that..... the master or skipper with the said fishermen will pursue the cod and other fisheries in the schooner during the present fishing season and will use their best endeavours to procure all the fish, oil, etc., they can and for the success of the voyage they may go;.... And it is agreed that the owner or agent may dispose of and sell all the fish, oil, etc., that may be landed from the said schooner wherever he may think proper and after deducting from gross stock all the charges for ice, bait, oil barrels, gaugers' fees, fish making, weighing fish, boy's wages and master's privileges, the net proceeds to be divided as follows:—

One-half to owner or owners, the remaining half, after deducting cook's wages, among the fishermen, in proportion to the quantity or number of fish which they shall have respectively caught. The master's privilege to be per cent on the gross stock, each man paying his proportion of the expenses of shipping the fish, etc., home in accordance with the quantity or number caught, and each one of the crew, with the skipper to pay an equal part of the following charges, viz.,

towing, medicine. And the said owner doth hereby stipulate and agree with the said fishermen that he will render a just and true account of the delivery of the said fish, oil, etc." Then follow additional provisions governing discipline of crew. Each fisherman's share is called a "lay".

This Board does not have the benefit of the reasons which moved the Nova Scotia Board to find that the Wartime Labour Relations Regulations would not apply to these cases but heard very able argument of counsel for the parties. Counsel for the respondents specified seven objections to the applications. It is convenient to deal with them separately as follows, namely:—

1. He contends that the Managing Owner of a ship or a ship's husband ordinarily has no power or authority, as such, to employ members of the crew of a ship.

The Managing Owner appoints a master or skipper who selects a crew and the crew enter into a verbal or written agreement with the Managing Owner in the terms above set out. It is clear that the Managing Owner, acting in conjunction with the master or skipper appointed by him, has authority to employ the fishermen.

2. Counsel for the respondents contends that the Managing Owner of a ship has no legal authority, expressed or implied, to enter into a collective agreement within the meaning of the said Regulations or any other agreement or contract for or on behalf of the other part owners of a ship unless the same is necessary for the prosecution of her voyages.

Having regard to the terms of the Wartime Labour Relations Regulations, P.C. 1003, which require an employer to negotiate in good faith with bargaining representatives elected or appointed for the employees affected after due certification, this Board is of the opinion that the Managing Owner has the authority to enter into a collective agreement on behalf of the owners of the ship.

3. Counsel for the respondents contends that the Wartime Labour Relations Regulations are not applicable to any employees or other persons who do skilled or un-skilled clerical, manual or technical work outside the territorial waters of Canada.

The Wartime Labour Relations Regulations, P.C. 1003, expressly apply to navigation and shipping but counsel for the respondents contends that the War Measures Act does not apply to employees when they are outside the territorial waters of Canada. The applications are to certify bargaining representatives for the purpose of negotiating a collective agreement. The appellant union has

its place of business at Lunenburg and the respondents are resident and domiciled in Canada. The negotiations for the collective agreement will be conducted in Canada and the Board has no doubt as to its jurisdiction to certify bargaining representatives appointed by the union for such negotiations. As the Expeditionary Force was mobilized and sent overseas pursuant to Orders in Council enacted under the authority of the War Measures Act, a decision that the Act had no extra-territorial effect would be quite revolutionary at this time.

4. Counsel for the respondents contends, and this is the crux of the matter, that the members of the crew of a fishing vessel whose remuneration is a share in the net profits of the voyage are not employees within the meaning of the said Regulations but are partners in the venture. One can imagine how annoyed the owners would be if fishermen pledged their joint credit as a partner may do.

But this Board finds they are employees and not partners:—

Lindley on Partnership—10th edition, p. 40.

“Again, in whaling voyages the sailors are usually paid a certain proportion of the produce of the oil obtained but even before Bovill’s Act (28 and 29 Vict. C. 86) they were not therefore partners, either with each other or with their employers.”

The Riverman (1928) P. 33, Hill, J. p. 38.

“One-third went to Furley and Co. and two-thirds to Hinchcliff as master and the master paid the crew, that is the mate. In view of these facts it cannot be said that Hinchcliff was a partner of Furley and Co. He did not share in the profits. Nothing at all was said about losses.”

Dry v Boswell (1808) 1 Camp. 329.

Lord Ellenborough, said p. 975.

“But the agreement with Russell subsequently appeared to be this, that the defendant in consideration of working the lighter shall receive half her gross earnings, and that Russell as owner should receive the other half. This was only a mode of paying the defendant wages for his labour and was different from a participation of profits and loss; and under these circumstances no partnership could be considered as existing between him and the owner of the lighter.”

Mair v Glennie (1815) 4 M & S 240.

Lord Ellenborough, p. 825:

“The ground is because payment of the captain’s wages was to depend, as to its amount upon a reference to the value of the cargo; but according to that mode of argument every seaman in a Greenland voyage would become a partner in the fishing concern. There is no pretence therefore for saying that the captain was a partner because his wages were to be regulated and paid by reference to a calculation on the profits of the adventure.”

In *Perrett v Bryant* (1836) 2 Y & C 61; 170 E.R. 312, Baron Alderson said, at page 315:

“In the case cited to me of *Coppart v Page* (Forrest 1) there the adventurers in each fishing boat shared jointly as partners the profits and losses of the adventures according to agreed proportions. But here the fact is very indistinctly stated in the defendant’s answers, and is not more distinctly made out by the evidence, I should conclude from the facts appearing on the evidence, that this is really only a mode of calculating the amount of wages due to the dredgers from the owners of the boats, and that the former take no interest in the fish themselves, which belong to the owners of the boats.”

On the other hand, in *The Riby Grove* (1843) 2 W. Rob 52; 166 E.R. 675, it was held that the Admiralty Court had no jurisdiction to enforce a stipulation in a mariner’s contract under which he was to be paid a certain proportion of the produce and oil obtained on a whaling voyage and in declining jurisdiction the Court described the transaction as in the nature of a partnership.

In *Boon v Quance* (1) (1909) 102 L.T. 443—it was held that a master of a vessel taking a share of the gross receipts was not a workman within the meaning of the English Workmen’s Compensation Act.

In *Richards v Job Bros. Co.* 1894-96 Newfoundland Law Reports P. 642, Little, J. said at page 646:

“Now the very nature of the agreement, its plain meaning and effect ought to be sufficient to determine this question of alleged partnership. The parties under it do not stand in the relations of principals, but clearly in that of employer and employee. On its face it is an agreement of hiring and service, devoid of any personal liability on the part of the crew for debts and liabilities that must necessarily be incurred in preparation for, or in prosecution of the voyage. The agreement provides the crew shall come into service on a certain day, and continue to prosecute the fishery for a trip or trips, until such time as the master thinks fit to abandon the same, certainly indicating a position of employer and employed. They were, it is true, entitled to participate equally in one-third part of the voyage, subject to certain charges, but this share must be regarded as an apportionment made in lieu of wages. Where such contractual relations exist it has been settled by courts of law that a partnership is not thereby created.” The leading Nova Scotia case is a decision of the Supreme Court en banc, *Svinehammer v Sawler* (1985) 27 N.S.R. 448, in which the Court held that a fisherman’s share was under the Seaman’s Act exempt from attachment as:

Meagher, J. at p. 452—“The term ‘wages’ was used in the statute in a generic sense—and with the intention that it should include earning of every kind whether by the month, the voyage, or by a share in the adventure itself.”

Graham, E.J. said at page 543:

“Such agreements do not constitute partnership but are merely a hiring of the seamen, and the shares agreed upon are

wages and are recoverable as such, though Pothier styles them a species of partnerships."

The National Labour Relations Board of the United States has decided that fishermen working for a "lay" are employees for the purposes of collective bargaining in re *Trawler Maris Stella, Inc.*, 12 N.L.R.B. Decisions, page 421:

"We find that the fishermen herein involved are employees, not employers, within the meaning of the Act and that the 'lay' settlement is primarily a method used in determining the amount of wages to which fishermen are entitled."

and in re *Cape Cod Trawler Corpn.* 23 N.L.R.B. Decisions, page 212:

"We find that the fishermen here involved are employees, not employers, within the meaning of the Act and that the 'lay' settlement is primarily a method used in determining the amount of wages to which fishermen are entitled."

In re *Performing Right Society v Mitchell* (1924) 1 K.B. 762, *McCardie, J.* at 767:

"It seems, however, reasonably clear that the final test, if there be a final test, and certainly the test to be generally applied, lies in the nature and degree of detailed control over the person alleged to be a servant.

...A master is one who not only prescribes to the workman the end of his work, but directs or may at any moment direct the means also.... A servant is a person subject to command of his master as to the manner in which he shall do his work."

This Board finds fishermen whose remuneration is a share in the proceeds of the fish caught, after certain deductions, are employees within the meaning of the Regulations.

5. Counsel for the respondents further contends that "A collective agreement within the meaning of the said Regulations cannot be made applicable to the rates of pay, hours of work and other working conditions of the members of the crew of a fishing vessel whose remuneration is a share in the net profits of a fishing voyage."

The word "net profits" is misleading. What the fishermen get is a share of the proceeds of the catch after certain deductions. This Board sees nothing to prevent the union from negotiating a collective agreement on this or any other basis.

6. Counsel for the respondents further contends "It would be impractical for any persons having interests in fishing vessels to enter into a collective agreement or any

other agreement to run for a period of not less than one year, as is provided by Section 15 of the said Regulations, for each fishing voyage is a separate venture lasting for a few days or weeks only, at the end of which the crews' engagements are terminated and the whole or numbers of such crews change from voyage to voyage."

The collective agreement is to be made with the union and a change in the personnel of the crew makes no difference. Changes occur in the personnel of the employees in every industry.

7. Finally, Counsel for the respondents contends—"A fishing vessel is personal property divided into 64 shares owned by many part-owners who are tenants in common and any one or more or all of the part-owners in her may by Bill of Sale in statutory form sell their shares without notice to the others and no collective agreement made by one set of part-owners could be binding upon another set of part-owners."

Where the certificate issued by the Board provides for certification of bargaining representatives for employees of the owners of a specific ship, a transfer of the interest of a part-owner in the vessel would not affect such certification nor the obligation of the owners to bargain with the representatives of the employees so certified.

This Board cannot sustain the respondents' objection to certification. The appeal is ALLOWED and the bargaining representatives appointed by the union will be certified for the members of the crew in each boat on whose behalf an appeal has been taken in this instance.

(Sgd.) G. B. O'CONNOR,
Chairman.

For the Majority of the Board.

We dissent:

(Sgd.) A. J. HILLS,
H. TAYLOR.

R. A. KANIGSBERG, ESQ.
WILLIAM PARK, ESQ.
J. A. SULLIVAN, ESQ.

for Appellant.

W. P. POTTER, ESQ., K.C.
C. J. MORROW, ESQ.

for Respondents.

Dated at Ottawa, February 7, 1946.

Conciliation Proceedings Under The Wartime Labour Relations Regulations

The Wartime Labour Relations Regulations provide conciliation machinery to attempt settlements of disputes where negotiations for an agreement following certification of bargaining representatives, or negotiations for the renewal of an existing agreement, have been unsuccessfully continued for thirty days. Disputes of this nature are referred to the Minister of Labour by the Wartime Labour Relations Board (National) or by the Provincial Board in their respective jurisdictions. A Conciliation Officer is then appointed to confer with the parties and endeavour to effect an agreement. If the Conciliation Officer is unable to bring about a settlement of the matters in dispute and reports that in his view an agreement might be facilitated by the appointment of a Board of Conciliation, a Board is then established by the Minister of Labour. The duty of such a Board is to endeavour to effect an agreement between the parties on the matters in dispute and to report its findings and recommendations to the Minister.

Assignment of Conciliation Officers

During February, 1946, Conciliation Officers have been assigned to confer with the parties in an attempt to effect an agreement in the following cases:—

Beattie Cadillac, Chevrolet, Oldsmobile Co., Ltd., Toronto, and Local No. 1, Industrial Union of Automotive Employees (CCL)—William Dunn, Conciliation Officer.

British-American Motors, Ltd., Toronto, Ont., and Local No. 1, Industrial Union of Automotive Employees (CCL) — William Dunn, Conciliation Officer.

Castings of Ottawa Limited, Ottawa, Ont., and Local 641, International Union, U.A.A.A.I.W.A. (UAW-CIO)—C. W. Rump, Conciliation Officer.

Coleman's Packing Co., Ltd., London, Ont., and Local 54, Packinghouse, Butchers and Allied Food Workers' Union of Canada (TLC)—William Dunn, Conciliation Officer.

J. H. Connor and Son., Ltd., Ottawa, Ont., and Local 641, International Union, U.A.A.A.I.W.A. (UAW-CIO)—C. W. Rump, Conciliation Officer.

Dominion Magnesium Ltd., Haley, Ont., and Local Union 829, International Union of Mine, Mill and Smelter Workers (CIO-CCL)—G. Fenwick, Conciliation Officer.

General Motors Products of Canada (Truck Retail Branch), Toronto, Ont., and Local 1, Industrial Union of Automotive Employees (CCL)—William Dunn, Conciliation Officer.

Giles, Rice & Peters Ltd., Toronto, Ont., and Local No. 1, Industrial Union of Automotive Employees (CCL)—William Dunn, Conciliation Officer.

John A. Lang & Sons Ltd., Kitchener, Ont., and National Union of Shoe and Leather Workers (CCL)—G. Fenwick, Conciliation Officer.

N. Slater Co. Ltd., Hamilton, Ont., and Local 3305, United Steelworkers of America (CIO-CCL)—G. Fenwick, Conciliation Officer.

Steel Company of Canada, Ltd. (Hamilton Works), Hamilton, Ont., and Local 1005, United Steelworkers of America (CIO-CCL)—J. S. McCullagh, Conciliation Officer.

The Wellesly Hospital, Toronto, Ont., and Local 204, Building Service Employees International Union (AFL-TIC)—William Dunn, Conciliation Officer.

The Weston Dairy Ltd., Weston, Ont., and Local 647, Milk Drivers and Dairy Employees Union (AFL-TIC)—H. Perkins, Conciliation Officer.

Agreements Facilitated by Conciliation Officers

In the following cases, reports were received from Conciliation Officers indicating the successful completion of negotiations, and the signing of an agreement:—

Coleman's Packing Co., Ltd., London, Ont., and Local 54, Packinghouse, Butchers and Allied Food Workers' Union of Canada (TLC), William Dunn, Conciliation Officer.

Dominion Wheel and Foundries, Ltd., St. Boniface, Man., and Local 174, International Moulders' & Foundry Workers' Union of North America, Thomas Williams, Conciliation Officer.

Lundy Steel Products Ltd., Toronto, Ont., and Local No. 3, Federation of Industrial Workers (CCL), G. Fenwick, Conciliation Officer.

N. Slater Company Ltd., Hamilton, Ont., and Local Union 3305, United Steelworkers of America (CIO-CCL), G. Fenwick, Conciliation Officer.

Boards Established

During February Boards of Conciliation were established but not fully constituted as follows:—

Canadian Industries, Ltd. (Windsor Works), Windsor, Ont., and Local 195, International Union, U.A.A.A.I.W.A. (UAW-CIO).

Railway Association of Canada, Montreal, P.Q., and Division No. 4, Railway Employees' Department (AFL).

Steel Company of Canada, Ltd. (Hamilton Works), Hamilton, Ont., and Local 1005, United Steelworkers of America (CIO-CCL).

Boards Fully Constituted

During February Boards of Conciliation were fully constituted as follows:—

John East Iron Works, Ltd., Saskatoon, Sask.—The Board of Conciliation established to deal with a dispute between John East Iron Works, Ltd., and Local 3493, United Steelworkers of America (CIO-CCL), was fully

constituted on February 23, 1946, with the appointment of Mr. F. C. Cronkite, Saskatoon, Sask., as Chairman of the Board, who was appointed on the joint recommendation of the other two members of the Board. Messrs. M. A. MacPherson, K.C., Regina, Sask., and P. G. Makaroff, K.C., Saskatoon, Sask., were appointed on the nomination of the employer and employees respectively.

Board Reports Received

Pursuant to the Wartime Labour Relations Regulations, Boards of Conciliation are allowed 14 days in which to make their reports. This can be extended, either by

the Minister, or by mutual consent of the representatives of the parties concerned. The following report was received by the Minister of Labour during December:—

Report of Board In Dispute Between The Holden Building, Vancouver, B.C., and Local 244, International Union Building Service Employees

On February 18, 1945, the Minister of Labour received the report of the Board of Conciliation, the personnel of which was as follows:— J. F. Keen, Chairman, Vancouver, appointed by the Minister on the joint recommendation of the other two members of the Board, Messrs. B. Warfield of Vancouver and R. K. Gervin of Vancouver, appointed on the nomination of the employer and employees respectively.

The Honourable, Minister of Labour,
Ottawa, Ontario.

SIR:

We beg to report that the Board of Conciliation established by you in re the above matter met together with the parties to the dispute on February 1, and after hearing representations from each side and endeavouring to clear up some difficulties and misunderstandings, it seemed to the Board that it would not be impossible for the parties to "get together."

Accordingly, on the undertaking of both parties to further negotiate and make an honest endeavour to come to an agreement, the Board adjourned until February 15.

At the meeting on February 15, the parties reported that they had been unable to reach an agreement, chiefly because Mr. Holden was not satisfied as to his status and that of his employees in relation to the Union. He brought several witnesses, who were examined and cross-examined.

After considerable discussion, Mr. Holden finally consented to enter into an agreement with the Union, so one that had been drafted was read and explained by the chairman clause by clause. Copies of this have now been signed by both parties, and the original with two duplicates are attached hereto as part of this report.

Respectfully submitted,
(Sgd.) J. F. KEEN,
Chairman.

(Sgd.) R. K. GERVIN,
Member.

(Sgd.) BARNEY WARFIELD,
Member.

The appended agreement included clauses alluding to hours of work, grievance procedure, holidays with pay and working conditions.

When it has been ratified by the parties it will be summarized in a subsequent issue.

Activities Under the Conciliation and Labour Act and Order in Council P.C. 4020

OFFICERS of the Industrial Relations Branch dealt with 9 industrial disputes during the month of February, involving 1,282 work-people employed in 13 separate establishments. Of these, 5 were new disputes which originated during the month and 4 were situations which had been unternminated as of January 31, and received further attention in February. These disputes were dealt with

under the provisions of the Conciliation and Labour Act and under Order in Council P.C. 4020. They were thus distinct from and in addition to the conciliation proceedings described on previous pages, which developed under the Wartime Labour Relations Regulations.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver,

Winnipeg, Toronto, Ottawa, Montreal, Fredericton, N.B., and Glace Bay, N.S. The territory of the two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario and work in close collaboration with the Provincial Conciliation Service; two officers in Montreal are assigned to the Province of Quebec and two officers resident in Fredericton, N.B., and Glace Bay, N.S., represent the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of the Industrial Relations and staff are situated in Ottawa.

Industries

MANUFACTURING

Animal Foods	1
Vegetable Foods	1
Metal Products	2
Printing and Publishing	2

TRANSPORTATION

Water	1
Local and Highway	1

TRADE

Nature of Dispute or Situation

Strike or Lockout	4
Threatened strike	1
Controversy	1
Arbitrations	2
Requests for services of Commissioners.	1

Predominant Cause or Object

Increase in wages and other changes ...	1
Reduced hours	1
Other causes affecting wages and working conditions	3
Employment of Union members only ..	1
Discharge of workers for Union membership or activity	1
Discharge of workers for other than Union questions	1
Unfair labour practices.....	1

Disposition

Strikes terminated by mediation or other departmental action	1
Referred to R.W.L.B. or N.W.L.B.	1
Disposition pending.	7

Method of Settlement

Conciliation or mediation	1
Investigation only	1
Settlement Pending	7

A brief summary of one of the cases of chief interest follows:—

Packinghouse Workers, Various Provinces.—Reference was made in the February issue of the LABOUR GAZETTE to negotiations between Canada Packers, Limited, Burns and Company, Limited, and Swift Canadian Company, Limited, and their employees as represented by the United Packinghouse Workers of America, with Mr. Justice S. E. Richards, of Winnipeg, acting as mediator.

On the question of whether, under the correct interpretation of the "Winnipeg settlement" of November 2, 1945, rates of pay for piecework were to be increased by 6.8 per cent, it was agreed in the negotiations at Toronto that such increase should be made in its piecework rates of pay at Canada Packers, Limited, as well as in the hourly rates of pieceworkers. The increases were to be retroactive to November 1, 1945. Other piecework rates were to be the subject of local negotiation.

It was agreed also that the Swift Canadian Company, Limited, would continue its present practice of paying overtime rates at time and one-half to its weekly-paid employees for all hours worked in excess of 45 per week, and that the weekly-paid employees of Canada Packers, Limited, and of Burns and Company, Limited, who are not now paid overtime rates, would receive compensating time off.

The main problem in dispute arising out of the "Winnipeg settlement" was whether the work week of 48 hours at one plant and 45 hours elsewhere should be "scheduled" for totals of 48 and 45 hours respectively, as claimed by the Union, or whether, as claimed by the Companies, the schedule should provide for "tolerance" hours to be divided amongst the days of the week as had been the practice in some plants, with a total schedule of more than 48 or 45 hours. On this point it was mutually agreed that the work week should be scheduled for totals of exactly 48 and 45 hours per week, upon the understanding that the schedules of daily hours should be negotiated locally and fixed by mutual agreement locally. It was provided however that such daily scheduled hours should not exceed nine hours in any one day from Monday to Friday, or exceed five hours on Saturday.

The Union claim that paid statutory holidays should be considered as time worked in computing overtime was not pressed because, under the settlement of the scheduled work week mentioned above, overtime would be calculated as a general rule on a daily basis.

Collective Agreements and Wage Schedules

Recent Collective Agreements

COLLECTIVE agreements received in the Department are outlined in the **LABOUR GAZETTE** from month to month. It is not possible, because of limitation of space, to include all agreements received. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included.

Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

Mining Non-Ferrous Smelting and Quarrying: Metal Mining

BOUSQUET (NORANDA), P.Q.—MIC-MAC MINES LIMITED AND INTERNATIONAL UNION OF MINE, MILL AND SMELTER WORKERS, LOCAL 696.

Agreement to be in effect from November 1, 1945, to October 31, 1946, and thereafter from year to year, subject to 30 days' notice. The company recognizes the union as the sole collective bargaining agency for all eligible employees.

Hours of work: underground shifts to be approximately 8 hours from collar to collar, variations not in excess of 15 minutes shall not be regarded. Schedule of hours in effect, as far as practical, shall remain in force during the life of the agreement. Overtime: time and one-half or rate and one-half will be paid, subject to the approval of the National War Labour Board, for any time actually worked in excess of 48 hours in any one week for those who work an 8-hour day or in excess of 54 hours for those who work a 9-hour day and for work on three specified statutory holidays. Vacation plan as approved by the National War Labour Board in its Findings and Directions of January 29, 1944, shall continue in force.

Wage rates presently in effect shall continue in force during the life of the agreement.

Provision is made for seniority rights and grievance procedure.

Manufacturing: Tobacco and Liquors

MONTREAL, P.Q.—NATIONAL BREWERIES LTD. (DAWES BLACK HORSE BREWERY AND FRONTENAC BREWERY) AND INTERNATIONAL UNION OF UNITED BREWERY, FLOUR, CEREAL AND SOFT DRINK WORKERS OF AMERICA, LOCAL 62.

Agreement to be in effect from August 17, 1945, to August 16, 1946, and thereafter from

year to year subject to 30 days' notice. The company recognizes the union as the sole bargaining agency for all eligible employees.

Hours of work: 48 per week, day workers—9 per day Monday through Friday, 3 on Saturday; night workers—10 per night Monday through Thursday, 8 on Friday; shift workers, 6 shifts of 8 hours. Overtime: time and one-half for work in excess of the regular hours for work on Sundays (other than as part of a regular shift) and on 6 specified statutory paid holidays (in addition to regular pay for these holidays). Vacation: one week with pay for all employees on the payroll before October 1 of the previous year.

Hourly wage rates: bottling department—group leaders 65 cents, others 58 and 61 cents; brewing department—group leaders 70 cents, kettlemen 65 cents, assistant kettlemen and cellar men 61 cents, hop teasers 58 cents, others 61 and 65 cents; maintenance—electricians 85 cents, helpers 58 to 65 cents, plumbers 80 cents, carpenters 70 and 80 cents, helpers 58 to 65 cents, bricklayer-cement finishers 75 cents, labourers, cleaners, yardmen 58 cents; male hiring rate 55 cents; female workers—bottle inspectors, label inspectors and sorters, rinser operators, full carton inspectors and empty bottle inspector 50 cents; various packers and others, 47 cents, which is the hiring rate for women.

A premium of 5 cents per hour shall be paid employees working on the night shift.

Provision is made for seniority rights and grievance procedure.

AMHERSTBURG, ONT.—CALVERT DISTILLERS (CANADA) LIMITED AND DISTILLERY, RECTIFYING AND WINE WORKERS' INTERNATIONAL UNION OF AMERICA, LOCAL 73.

Agreement to be in effect from July 1, 1945, to July 1, 1946, and thereafter from year to year, subject to 60 days' notice. The company recognizes the union as the sole and exclusive collective bargaining agency for all eligible employees. The employer agrees to retain in employment only union members in good standing of which the union is to be sole judge. New employees shall immediately become temporary members of the union for the probationary 90-day period when they shall become union members.

Hours of work: basic week for all departments is 6 days of 8 hours, a 48-hour week. The normal working schedule for the various departments follows: distillery and dry house, boiler room and janitors, a 48-hour week as above; warehouses, yard, bottling house men, maintenance, coopers and truck drivers, 5 days of 8 hours and one of 4, a 44-hour week; bottling house women, 5 days of 8 hours, a 40-hour week. Overtime: time and one-half for work performed in any one day beyond the basic schedule, double time for work on Sundays (or 7th day in the week for shift workers)

and 7 specified statutory holidays. Vacation: one week with pay for employees with one year's continuous service with the company, 2 weeks with pay for those with 5 years' service.

Hourly wage rates: miscellaneous labour, 65 cents; warehousemen-skilled, 70 cents; blenders and reducers, 80 cents; truck drivers, 65 to 70 cents; fermenting room, yeast room and dryer operators, 70 to 80 cents; mill room, cooker and still operators, 75 to 85 cents; tradesmen and mechanics-1st class, 90 cents to \$1, 2nd class, 80 to 90 cents; painters, 75 to 80 cents; carpenters, 85 cents to \$1.05½; helpers, 70 to 80 cents; engineers-3rd class or higher, 90 cents to \$1; bottling house women, 50 to 55 cents.

Provision is made for a pension plan, seniority rights and grievance procedure.

Manufacturing: Rubber Products

NEW TORONTO, ONT.—THE GOODYEAR TIRE AND RUBBER CO. OF CANADA LTD. AND UNITED RUBBER WORKERS OF AMERICA, LOCAL 232.

Agreement to be in effect from September 14, 1945, to November 1, 1946, and thereafter from year to year, subject to notice. The company recognizes the union as the sole collective bargaining agency for all eligible employees. Check-off: company will deduct initiation fee and union dues from pay of union members who so authorize.

Hours of work: females—8 per day, males 8 and 8½ per day, a 5-day week. Overtime: time and one-half for work in excess of regular work hours in any 24-hour period and from Saturday noon until Sunday midnight. Seven specified statutory holidays will be observed. Vacation: one week with pay for employees with one year's continuous service, 2 weeks with pay for employees with 10 years' service (effective 1946, 2 weeks will be granted for 5 years' service if approved by Regional War Labour Board).

Wage rates: those presently in effect to continue for the duration of the agreement. Minimum rates are 55 cents per hour for janitor service and similar unskilled jobs, 62 cents for all other male labour, excepting mechanical classifications, and 41 cents for female labour.

Provision is made for seniority rights and grievance procedure.

TORONTO, ONT.—DUNLOP TIRE AND RUBBER GOODS COMPANY, LTD. AND UNITED RUBBER WORKERS OF AMERICA, LOCAL 132.

Agreement to be in effect from July 7, 1945, to June 30, 1946, and thereafter from year to year, subject to 30 days' notice. The company recognizes the union as the sole collective bargaining agency for all eligible employees.

Hours of work and overtime as established shall apply on hours worked in excess of 9 hours in any 24-hour period, or in excess of 8 hours, when schedule of work calls for three 8-hour shifts in 24 hours, or in excess of 8 hours, in the case of maintenance and engineering trades on a regular 8-hour day. Time and one-half shall be paid for work on any of 6 specified statutory holidays and 2 other specified days if they should be proclaimed holidays in the locality. Vacation: one week with pay for employees with one year's continuous service with the company, 2 weeks with pay for employees having 10 or more years' service.

Wage rates: scale of wages presently in effect to continue during the life of the agreement subject only to changes ordered by the War

Labour Board. A premium of 5 cents per hour shall be paid to all regular night shift workers or those commencing work at 6 p.m. or after.

Provision is made for seniority rights and grievance procedure.

Manufacturing: Textiles and Clothing

LONDON, ONT.—SUPERSILK HOSIERY MILLS (DIVISION OF GENERAL PRODUCTS MANUFACTURING CORPORATION LTD.) AND UNITED TEXTILE WORKERS OF CANADA, LOCAL 24.

Agreement to be in effect from October 22, 1945, to October 21, 1946, and thereafter from year to year, subject to notice. The company recognizes the union as the exclusive collective bargaining agency for all eligible employees.

Hours of work: a 48-hour week is standard in all departments. All work performed in excess of the standard week is overtime, payable at time and one-half or piece-work rate and one-half. Seven specified statutory holidays will be granted all employees without pay. Vacation: one week with pay for all employees with one year's service; one week to those with 3 months' service but less than one year, with pay equal to 2 per cent of their total earnings with the company.

Wage rates and ranges of wage rates presently in effect shall continue for the duration of this agreement.

Provision is made for seniority rights and grievance procedure.

WOODSTOCK, ONT.—HARVEY-WOODS UNDERWEAR DIVISION OF YORK KNITTING MILLS LTD. AND UNITED TEXTILE WORKERS OF AMERICA, LOCAL 125.

Agreement to be in effect from January 14, 1946, to January 13, 1947, and thereafter from year to year, subject to notice. The company recognizes the union as the sole and exclusive bargaining agency for all eligible employees. Check-off: union dues will be deducted monthly from the pay of employees who so authorize by the company and remitted to the union.

Hours of work: 48 per week from October to April inclusive, on the basis of 5 days of 9.6 hours; from May to September inclusive, 5 days of 9 hours each, a 45-hour week. Overtime at time and one-half for work in excess of the regular work hours and for work on Sundays and statutory holidays except where part of regular working week. Vacation: present system to continue for duration of the agreement.

Provision is made for seniority rights and grievance procedure.

Manufacturing: Metal Products

TORONTO AND BRANTFORD, ONT.—MASSEY-HARRIS COMPANY LTD. AND INTERNATIONAL UNION, UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, LOCALS 439 AND 458

Agreement to be in effect from September 21, 1945, to September 20, 1946, and thereafter from year to year, subject to notice. The company recognizes the union as the bargaining agent for all eligible employees.

Hours of work: 48-hours per week, composed of 8½ hours per day Monday through Friday, and 4½ on Saturday, or 8 hours per day 6 days a week. Overtime: time and one-half for all work in excess of these hours, for work on Sundays (except as part of regular shift) and

6 specified statutory holidays. Vacation: one week with pay; employees with 25 years service or over, 2 weeks with pay. A 10-minute rest period shall be allowed in each half shift and 5 minutes will be allowed for washing up and putting away tools at the end of each shift.

Wage rates: scale presently being paid shall be maintained for the duration of the agreement.

Provision is made for seniority rights and grievance procedure.

WINDSOR, ONT.—THE FORD MOTOR COMPANY OF CANADA AND THE INTERNATIONAL UNION, UNITED AUTOMOBILE AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, LOCAL 200

Agreement following a strike and arbitration recorded in previous issues (L.G. Jan., 1946, p. . . .), to be in effect from February 15, 1946, to March 31, or September 30, 1947, and thereafter subject to two months' notice. The company recognizes the union as the sole collective bargaining agent in respect to wages and other conditions of employment for all eligible employees for the duration of the agreement or until certification of another bargaining agency.

Check-off: effective February 1, 1946, a compulsory check-off for all eligible employees (whether members of the union or not) shall be set up to continue for the duration of the agreement and be a condition of continuance in or entrance into the company's service. Any employee shall have the right to become a member of the union by paying the entrance fee and complying with the conditions and by-laws of the union. The amount of the check-off shall be such sum as may from time to time be assessed by the union on its members according to its constitution for general union purposes and shall not extend to a special assessment or increment in an assessment which relates to special union benefits or any entrance fee.

"No strike, general or partial, shall be called by the union before a vote by secret ballot supervised by an officer of the Department of Labour for Ontario appointed by the Minister of Labour for that province shall have been taken of all employees to whom the agreement applies and a majority voting have authorized the calling of a strike within two months from the balloting." The union shall repudiate any strike or other concerted cessation of work whatsoever that has not been authorized and called by the union by any group or number of employees and the union shall declare that any picket line set up in connection therewith is illegal and not binding on members of the union. Should the union violate either of the above conditions it shall be liable to the penalty of a suspension of the check-off, in the case of any unauthorized strike by the union or an unauthorized general strike or concerted cessation of work by employees, which it does not repudiate or of a picket line in connection therewith in respect of which it does not declare, for not less than two and not to exceed six monthly deductions; and in the case of an unauthorized partial strike or cessation of work by employees, for failure to repudiate or declare, not less than one and not more than four monthly deductions. Employees participating in any such unauthorized strike or concerted cessation of work shall be liable to a fine of \$3 a day for every day's absence from work and the loss of one year's seniority for every continuous absence for a calendar week or part thereof.

Hours of work: employees engaged on continuous operations shall be allowed a lunch period of 20 minutes. Two 10-minute rest periods during each shift shall be granted to the workers contingent upon strict adherence to the time limits of such.

Wages: subject to any law or regulation having the force of law, scale of wages and classification may be the subject of a supplementary agreement. An employee shall be paid 5 cents per hour in addition to his regular hourly rate for the performance of work commenced between the hours of 1 p.m. and the following 5 a.m. but no overtime or extra time premium applies to such additional payment.

The desirability of a group medical, hospital and life insurance scheme for the benefit of the employees is agreed to and if arrangements are not completed within 6 months, the local may at its own expense make provisions for such benefits and the company shall upon employee's authorization make the necessary deductions monthly.

Provision is also made for the appointment of stewards and committeemen, seniority rights and grievance procedure.

Transportation and Public Utilities: Local and Highway Transport

MONTREAL, P.Q.—THE PROVINCIAL TRANSPORT COMPANY AND CANADIAN BROTHERHOOD OF RAILWAY EMPLOYEES AND OTHER TRANSPORT WORKERS, DIVISION No. 265 (BUS OPERATORS AND GARAGE EMPLOYEES)

Agreement to be in effect from July 21, 1945, to July 20, 1946, and thereafter subject to 30 days' notice. The company recognizes the union as the sole bargaining agency for the bus operations and garage employees of the company. Check-off: company to deduct union dues monthly from pay of members who so authorize and remit same to Brotherhood.

Hours of work: operating department, bus operators—10 per day, exclusive of meal period, within a spread of 12 hours for both regular and spare employees; maintenance department, garage employees—9 consecutive hours of service per day, exclusive of meal period, except shunters, cleaners, washers, gasmen and doormen, whose hours are 10 per day and 11 per night shift. Overtime: time and one-half for work in excess of the regular hours, time and one-quarter for work on Sundays or seventh day of the week and any of 5 specified statutory holidays for maintenance department and any of 3 specified statutory holidays for operating department. Vacation of 7 days with pay after one year's service with the company and an additional day for every additional year's service to a maximum of 14 days. Minimum of \$25 per week compensation while on vacation.

Wage scale: operating department—1st year, 70 cents per hour, thereafter 75 cents for all driving time except private cars and operating baggage trucks where rate is 50 cents per hour; waiting time, loading time, and deadheading as passenger, 35 cents per hour during 1st year and 37½ cents thereafter; deadheading (driving) coach, 70 cents per hour 1st year and 75 cents thereafter; layover time on charters (minimum of 6 hours per day plus expenses), 70 cents per hour 1st year and 75 cents thereafter. (An employee operating a bus in interurban or charter service will be paid 3-59 cents per mile in any day when mileage is sufficient to make earnings greater than when paid at hourly rate.

Driver shall be allowed 20 minutes at driving time wage rates over and above the time table driving time for each trip performed.) The company guarantees to each regularly assigned employee a minimum of 5 hours at driving time wage rates each day, providing employee reports at his regularly assigned reporting time each day, and to each spare employee a minimum of 10 hours' pay at waiting time wage rates each day, provided that such employee reports regularly at the specified hour for work and carries out the duties assigned to him each day. A premium of 5 cents per hour will be paid bus operators charged with the training of new employees; maintenance department—mechanics, electricians, carpenters, painters, blacksmiths, upholsterers, machinists and welders, 3rd grade, 56 to 61 cents; 2nd grade, 66 to 71 cents; 1st grade, 76 to 81 cents per hour; body workers, radiator repairmen, sanders and polishers (paint shop), 3rd grade, 50 to 55 cents; 2nd grade, 60 to 65 cents; 1st grade, 70 to 75 cents; springmen, battery men and tire journeymen, 3rd grade, 55 cents; 2nd grade, 60 cents; 1st grade, 65 cents; greasers, interior cleaners (paint shop), 3rd grade, 50 cents; 2nd grade, 55 cents; 1st grade, 60 cents; shunters, cleaners, washers and gasmen, 3rd grade, 45 cents; 2nd grade, 50 cents; 1st grade, 55 cents; janitors and doormen, 3rd grade, 43 cents; 2nd grade, 47 cents; 1st grade, 52 cents; firemen (stationary boiler),

55 to 70 cents; apprentices start at 33 cents and receive a 5 cent per hour increase every 6 months until minimum rate of occupational classification is reached and paid. For night work a premium of 15 per cent over and above regular rate is paid.

Provision is made for an apprenticeship plan, seniority rights and grievance procedure.

*Transportation and Public Utilities: Water
Transportation
Correction*

VANCOUVER, B.C.—UNION OIL COMPANY OF CANADA LTD. AND THE CANADIAN SEAMEN'S UNION (PACIFIC COAST DIVISION)

The agreement, effective July 30, 1945, which was summarized in the LABOUR GAZETTE, November, 1945, page 1676, was there stated to be between the British American Oil Company Ltd. and the above union. Information recently received indicates that although other assets of the Union Oil Company of Canada Ltd. were acquired by the British American Oil Company Ltd., the ship which this agreement affects was not taken over by the British American Oil Company Ltd., but by another company. The agreement as signed was between the Union Oil Company of Canada Ltd. and the Canadian Seamen's Union (Pacific Coast Division).

Collective Agreement Act, Quebec

Recent Proceedings Under the Act

IN Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Further information concerning this legislation is given in the LABOUR GAZETTE, January, 1943, p. 86. Proceedings under this act and earlier legislation have been noted in the LABOUR GAZETTE monthly since June, 1934.

Recent proceedings under the Act include the extension of two new agreements and the amendment of 13 others, all of which are noted below. A request for the amendment

of the agreement for millinery workers for the province was published January 26. Requests for the amendment of the uncorrugated paper box agreement for the province and the tannery agreement for the province were also gazetted January 26. A request for the amendment of the clockmakers' and the ladies hairdressers' agreements at Montreal were gazetted February 2. Requests for the amendment of the printing trades agreement at Quebec, and the building trades agreement in Hull were published February 9. Requests for the amendment of the tannery agreement for the province, and the agreement for employees of religious institutions at St. Hyacinthe were published February 16.

Orders in Council were also published approving the constitution and by-laws of certain joint committees and others approving the levy of assessment on the parties. An Order in Council was published repealing the right to levy of a parity committee.

Manufacturing: Vegetable Products

BAKERS, MONTREAL

An Order in Council, dated February 8, and gazetted February 16, amends the previous Orders in Council for this industry (L.G., June, 1944, p. 753, Sept., p. 1140, and previous issues). The amendment does not affect the summary already given.

Manufacturing: Textiles and Clothing

TEXTILE AND JUTE BAG MANUFACTURERS, MONTREAL

An Order in Council, dated January 10, and gazetted January 19, extends the term of the agreement (L.G., February, 1945, p. 182, and previous issues) to December 31, 1946.

Manufacturing: Pulp and Paper Products

UNCORRUGATED PAPER BOX INDUSTRY, PROVINCE OF QUEBEC

An Order in Council, dated January 24, and gazetted February 2, amends the previous Orders in Council for this industry (L.G., August, 1945, p. 1197, Oct., p. 1520). The amendment does not affect the summary already given.

Manufacturing: Metal Products

GARAGES AND SERVICE STATIONS, MONTREAL

An Order in Council, dated January 10, and published January 26, amends the previous Orders in Council for this industry (L.G., March 1945, p. 349, and previous issues). Any work performed after 7 p.m. by service men shall be paid for at the regular rate, increased by 25 per cent. This also applies to work performed on Sundays. In establishments operating 24 hours a day and employing more than one shift the service men in shifts working from 7 p.m. to 7 a.m. shall be paid the regular rate increased by 15 per cent. As for Sunday the said regular rate shall be increased by 25 per cent. The other amendment does not affect the summary already given.

GARAGES AND SERVICE STATIONS, SHERBROOKE

An Order in Council, dated February 8, and gazetted February 16, extends the term of the agreement (L.G., March 1945, p. 349, April, p. 517) to March 10, 1946.

Construction

BUILDING TRADES, QUEBEC

An Order in Council, dated January 10, and gazetted January 26, amends the previous Orders in Council for this industry (L.G., August 1944, p. 1007, and previous issues) by providing that "the employers in the pulp and paper industry are exempted from the provisions of the decree with regard to the maintenance of mills producing pulp and paper."

Another Order in Council, dated February 8, and published February 16, also amends the previous Orders in Council for this industry by including the town of Rimouski and the municipalities of Notre-Dame du Sacre-Coeur, Saint-Germain-de-Rimouski, and Rimouski-Est in Zone III.

BUILDING TRADES, THREE RIVERS

An Order in Council, dated January 24, and gazetted February 2, amends the previous Orders in Council for this industry (L.G., March 1944, p. 359; August 1945, p. 1198, and previous issues) by the addition of one party to the electrical contractors.

Trade

DAIRY EMPLOYEES, QUEBEC

An Order in Council, dated February 8, and gazetted February 16, replaces the previous agreement for this industry. Agreement to be in effect to March 1, 1947 and thereafter from year to year. Territorial jurisdiction comprises the cities of Quebec and Levis and a radius of 10 miles from their limits.

Hours: 62-hour week for deliverymen, and 54 hours for all other employees. Overtime is payable at time and one-quarter. Minimum wage rates: foreman, tester and foreman \$32 per week; tester only (not foreman), production worker, shipper, ice cream seller, \$25; service man, category A, \$25, category B, \$20, category C, 25 cents per hour; deliverer, \$23; helper, \$14; seller on milk delivery, \$22.40. Vacation: one week with pay after one year's service.

Employers furnishing room and board to an employee may deduct \$1 a week per room and 20 cents per meal, but the employee is under no obligation to accept. Uniforms required to be furnished by the employer. Salesmen not responsible for losses due to credits authorized by the employer.

COMMERCIAL ESTABLISHMENTS, FARNHAM

An Order in Council, dated January 10, and gazetted January 19, makes obligatory the terms of a new agreement between certain commercial establishments and "Le Syndicat National des Employés du Commerce de Farnham". Agreement to be in effect from January 19, 1946, to January 18, 1947, and thereafter from year to year until notice. Territorial jurisdiction comprises the town of Farnham and to a radius of one mile from its limits.

Hours: 56½-hour week.

Wage rates: men, from \$12 per week during first year to \$20 during fourth year; women or girls, from \$10 during first year to \$18 during fifth year; occasional clerk—men 18 years of age, 25 cents per hour, over 18 years 40 cents, women or girls 25 cents; messengers \$8 per week (bicycle supplied); occasional messengers, 20 cents per hour; females (variety stores) from 22 cents in first year to 30 cents in third year. Vacation: one week with pay after one year's service.

Service: Business and Personal

FUNERAL UNDERTAKERS, MONTREAL

An Order in Council, dated January 10, and gazetted January 19, makes obligatory the terms of a new agreement between "La Section des Directeurs des Funérailles du District de Montréal de l'Association des Marchands Détaillants du Canada" and "Le Syndicat des Employés de Pompes Funèbre de Montréal, Inc." Agreement to be in effect from January 19, 1946, to January 18, 1947, and thereafter from year to year until notice. Territorial jurisdiction comprises the islands of Montreal and Jesus and within a radius of 10 miles around the island of Montreal.

Hours: 66 hours for 6 days of work, 11-hour day. Overtime is payable at time and one-half.

Wage rates: embalmers, \$37 per week; inexperienced servicemen, \$20 per week for the first 4 weeks of work and \$25 for the 48 weeks

following, \$28 after one year's experience; supernumerary employees, 50 cents per hour, a minimum of \$2 per call; mechanics, 47 to 62 cents per hour. Vacation: one week with pay after one year's service.

Provision is made for supplying of uniforms.

BARBERS AND HAIRDRESSERS, JOLIETTE

An Order in Council, dated January 10, and gazetted January 19, extends the term of the previous Orders in Council (L.G., January 1944, p. 70, September, p. 1143; January 1945, p. 71; February 1946, p. 187) to December 31, 1946.

BARBERS AND HAIRDRESSERS, SHERBROOKE

An Order in Council, dated January 17, and gazetted January 26, amends the previous Orders in Council for this industry (L.G., November 1945, p. 1679, and previous issues).

Territorial jurisdiction now comprises the city of Sherbrooke, the towns of Lennoxville, Bromptonville, Windsor, Richmond, Asbestos, East Angus, Cookshire, Coaticook, the village municipalities of Danville, Rock Island, Beebe Plain and Stanstead, the municipality of Bury and the territory in a radius of 5 miles around their limits, as well as the town of Magog and a radius of 8 miles around its limits. The hours during which stores may be kept open in Magog have been increased.

BARBERS AND HAIRDRESSERS, MISSISQUOI COUNTY

An Order in Council, dated January 17, and gazetted January 26, amends the previous Orders in Council for this industry (L.G., November, 1941, p. 1425; March, 1945, p. 351).

Hours: at Farnham are reduced to 51 per week, at Cowansville and Sweetsburg to 60 hours and are increased at Bedford to 63.

U.K. Building Regulations to be Revised

A PRELIMINARY draft of a proposed code of building regulations under the Factories Act, 1937, was issued for discussion purposes early in 1945 by the Ministry of Labour and National Service. On going into effect, the new Regulations will revoke those of 1926 and 1931. The object is to have them ready to apply during the period of extensive reconstruction. In a preface to the text, it is stated that in revising the earlier regulations:

Three things in particular have to be taken into account (1) developments in building construction since 1926 and accident experience since that date; (2) the International Labour Convention and Recommendations of 1937*, in the framing of which representatives from this Country took a prominent part; and (3) the greatly extended scope of the Factory Acts effected by the Act of 1937 . . .

The draft Regulations will apply to the construction and demolition of buildings but will not apply to docks, harbours, wharves, bridges, sewers, and other such engineering projects. Subjects dealt with include scaffolds and means of access, working platforms, gangways, runs and stairs, ladders, openings in floors and walls, roof work, lifting appliances and gear, excavations, demolition, and the health and welfare of workers.

The health and welfare section includes provisions concerning first aid, shelter during interruptions of work due to bad weather, facilities for washing, for keeping dry clothes not used at work, for drying work-clothing, and for keeping protective clothing, suitable accommodation for meals, and a supply of wholesome drinking water at a convenient point. Adequate ventilation or suitable respirators

must be provided when injurious dust or fumes are given off in the grinding, spraying, or manipulation of any material. When persons are employed in a process where a lead compound or other poisonous substance is used suitable washing facilities including nail brushes, soap and towels are required. Goggles must be provided for persons engaged in dry grinding with a mechanically-driven wheel; in the cutting, dressing, carving, or breaking of stone concrete, etc., by means of a mechanically-driven portable tool; in the chipping, scaling or wire-brushing of painted or corroded metal surfaces; in the cutting of cold rivets or bolts from any structure; and in the welding or cutting of metals by means of an electrical, oxy-acetylene or similar process.

The draft Regulations also stipulate that every flywheel and every moving part of any prime mover, every part of transmission machinery and every dangerous part of other machinery must be securely fenced unless it is in such a position or of such construction that it is as safe as it would be if it were fenced. The selling or leasing of any prime movers or machines used in building operations is prohibited unless all revolving shafts, flywheels, couplings, toothed gearing, friction gearing, belt and pulley drives, chain and sprocket drives and all projecting screws, bolts or keys on any revolving shaft, wheel or pinion are enclosed or are so situated that they are as safe as they would be if they were securely fenced.

Vehicles must be in efficient working order, must not carry greater than the specified safe loads, and must not be loaded so as to interfere with the operator's view in any direction. Persons under 18 may not operate these vehicles unless they are under the direct supervision of a qualified person for training purposes.

* A mimeographed pamphlet containing the text of the Convention and Recommendations was published recently by the Department of Labour. Copies may be obtained by applying to the Legislation Branch, Department of Labour, Ottawa.

Canadian Vocational Training

THE following types of projects are now carried on under Canadian Vocational Training by the Dominion Department of Labour in co-operation with the Provincial Governments:—

- (1) The vocational and pre-matriculation training of discharged members of the Forces.
- (2) Training of apprentices.
- (3) Retraining of workers released from employment.
- (4) Training of foremen and supervisors.
- (5) Training of young people and assistance to students.
- (6) Dominion financial assistance to the province for vocational schools.

Cumulative Enrolment

From its inception up to January 31, 1946, the gross enrolment in all types of projects has been 466,250 made up as follows:—

Full-time Pre-Employment classes for war industry	108,416
Part-time classes for persons employed in war industry.....	35,256
Full-time plant schools in industry..	38,000
Industrial Supervisors and foremen...	107,226
R.C.A.F. Tradesmen	65,214
Army Tradesmen	49,262
Navy Tradesmen	9,056
Discharged Members of the Forces..	44,565
University Students	9,255

Training of Discharged Members of the Forces

On January 31 the number of veterans under training of all types was 28,667 which represented the biggest increase in enrolment up to the present. The number of new trainees enrolling during the month was 10,750 of which number 1,664 were placed for training on the job in industry, 3,654 registered in pre-matriculation classes and 5,353 in commercial vocational classes in CVT centres and in private schools.

Training is now available in approximately 75 different occupations in 64 special CVT centres located in 40 different municipali-

ties across the country. In addition to these centres, use is being made of over 40 provincial and municipal schools. The maximum capacity of the special CVT Centres has been increased, and at the beginning of February was 11,000 in pre-matriculation classes, 4,000 in commercial classes and 21,000 in vocational classes. This capacity does not include openings in the municipal schools or in privately owned schools.

Following special efforts to interest veterans to take training for the building and construction industry, it is interesting to note that at the end of January 3,258 veterans were enrolled in schools for pre-employment training in one of the building trades and in addition to these over 1,500 have been indentured to an employer and are completing their training on the job.

A special campaign has been inaugurated to promote training on the job in industry as this affords opportunities to entrance into a great range of occupations for which training cannot be given in a school. The closest co-operation is being maintained with the National Employment Service, whose staff in the local offices is being used to locate suitable training opportunities.

During the month a Conference was held at Ottawa of all the women's supervisors of training to discuss matters pertaining more particularly to the training and placement of women discharged from the Forces. Special consideration was given to the opening of schools for homemaking, practical nursing and dressmaking. In order to promote inter-departmental co-ordination in this branch of the training, the Conference was attended by representatives from the Department of Veterans Affairs and the Women's Section of the National Employment Service.

Serious difficulties are still being encountered in many localities owing to a shortage of machine tools, hand tools and other items of equipment, which have not been forthcoming from War Assets Corporation in sufficient volume to take care of the increasing number of applicants for training.

TABLE 1—REHABILITATION TRAINING OF DISCHARGED MEMBERS OF THE FORCES
TRAINING ON THE JOB IN INDUSTRY APRIL 1, 1945 TO JANUARY 31, 1946

(Subject to Revision)

	NUMBERS IN TRAINING			COM- PLETIONS	WITH- DRAWALS
	From April 1/45 to Jan. 31/46	Enrolled in Jan.	At End of Jan.	From April 1/45 to Jan. 31/46	From April 1/45 to Jan. 31/46
Dominion Summary					
Men.....	6,946	1,638	5,400	676	870
Women.....	112	26	60	21	31
Total.....	7,058	1,664	5,460	697	901
Prince Edward Island					
Men.....	61	10	38	11	12
Women.....					
Total.....	61	10	38	11	12
Nova Scotia					
Men.....	148	29	129	15	4
Women.....	5		3	2	
Total.....	153	29	132	17	4
New Brunswick					
Men.....	119	22	90	17	12
Women.....	4		2	1	1
Total.....	123	22	92	18	13
Quebec					
Men.....	1,103	193	814	111	178
Women.....	13	3	7	1	5
Total.....	1,116	196	821	112	183
Ontario					
Men.....	3,133	1,062	2,623	177	333
Women.....	43	17	32	4	7
Total.....	3,176	1,079	2,655	181	340
Manitoba					
Men.....	739	85	592	71	76
Women.....	3			2	1
Total.....	742	85	592	73	77
Saskatchewan					
Men.....	322	58	232	46	44
Women.....	2		1	1	
Total.....	324	58	233	47	44
Alberta					
Men.....	595	88	367	110	118
Women.....	20	3	6	6	8
Total.....	615	91	373	116	126
British Columbia					
Men.....	726	91	515	118	93
Women.....	22	3	9	4	9
Total.....	748	94	524	122	102

TABLE 2.—REHABILITATION, TRAINING IN CORRESPONDENCE COURSES AND PRE-MATRICULATION CLASSES APRIL 1, 1945 TO JANUARY 31, 1946

(Subject to Revision)

		NUMBERS IN TRAINING			COM- PLETIONS	WITH- DRAWALS
		From April 1/45 to Jan. 31/46	Enrolled in Jan.	At End of Jan.	From April 1/45 to Jan. 31/46	From April 1/45 to Jan. 31/46
Dominion Summary						
Correspondence	Men.....	592	79	481	30	81
	Women.....	3	1	1	1	1
Pre-Matriculation	Men.....	11,391	3,561	7,937	2,412	1,043
	Women.....	208	93	155	31	21
Total		12,194	3,733	8,574	2,474	1,146
Prince Edward Island						
Correspondence	Men.....	4		4		
	Women.....					
Pre-Matriculation	Men.....	96	83	89	6	1
	Women.....					
Total		100	83	93	6	1
Nova Scotia						
Correspondence	Men.....	7		4	2	1
	Women.....					
Pre-Matriculation	Men.....	138	51	95	24	19
	Women.....	3	2	2	1	
Total		148	53	101	27	20
New Brunswick						
Correspondence	Men.....	4				4
	Women.....					
Pre-Matriculation	Men.....	223	87	163	47	13
	Women.....	4	1	4		
Total		231	83	167	47	17
Quebec						
Correspondence	Men.....	78	15	54	3	21
	Women.....					
Pre-Matriculation	Men.....	1,181	736	1,073	85	23
	Women.....	2	2	2		
Total		1,261	753	1,129	88	44
Ontario						
Correspondence	Men.....	291	45	254	7	30
	Women.....	1				1
Pre-Matriculation	Men.....	4,870	995	3,323	1,007	541
	Women.....	79	25	55	15	8
Total		5,241	1,066	3,632	1,029	530
Manitoba						
Correspondence	Men.....	48	1	43	1	4
	Women.....					
Pre-Matriculation	Men.....	1,440	276	857	402	181
	Women.....	46	32	42	1	3
Total		1,534	309	942	404	188
Saskatchewan						
Correspondence	Men.....	45	7	37	5	3
	Women.....	1			1	
Pre-Matriculation	Men.....	1,099	305	736	256	107
	Women.....	24	7	16	3	5
Total		1,169	319	789	265	115
Alberta						
Correspondence	Men.....	64	8	48	3	13
	Women.....	1		1		
Pre-Matriculation	Men.....	1,364	518	918	312	134
	Women.....	23	8	15	6	2
Total		1,452	534	982	321	149
British Columbia						
Correspondence	Men.....	51	2	37	9	5
	Women.....					
Pre-Matriculation	Men.....	980	510	653	273	24
	Women.....	27	16	19	5	3
Total		1,058	528	739	287	32

TABLE 3.—REHABILITATION TRAINING IN SCHOOLS APRIL 1, 1945 TO JANUARY 31, 1946

	NUMBERS IN TRAINING			PLACED IN EMPLOY- MENT	COM- PLETED BUT NOT REPORTED PLACED	WITH- DRAWALS
	From April 1/45 to Jan. 31/46	Enrolled in January	At End of January	From April 1/45 to Jan. 31/46	From April 1/45 to Jan. 31/46	From April 1/45 to Jan. 31/46
Dominion Summary						
Men.....	17,491	4,750	13,216	1,907	339	2,032
Women.....	2,403	603	1,421	455	87	443
Total.....	19,894	5,353	14,637	2,362	426	2,475
Prince Edward Island						
Men.....	56	10	40	2	8	5
Women.....	13	5	8	2	3	1
Total.....	69	15	48	4	11	6
Nova Scotia						
Men.....	791	265	710	40	1	40
Women.....	48	19	45	2		1
Total.....	839	284	755	42	1	41
New Brunswick						
Men.....	773	335	613	71	2	89
Women.....	67	13	39	10	1	17
Total.....	840	348	652	81	3	106
Quebec						
Men.....	3,122	770	2,591	156	73	302
Women.....	396	116	265	65	5	61
Total.....	3,518	886	2,856	221	78	363
Ontario						
Men.....	6,512	1,908	5,048	705	118	641
Women.....	771	196	482	112	30	147
Total.....	7,283	2,104	5,530	817	148	788
Manitoba						
Men.....	2,230	420	1,482	213	79	456
Women.....	298	62	156	60	3	79
Total.....	2,528	482	1,638	273	82	535
Saskatchewan						
Men.....	1,050	257	689	197	22	142
Women.....	190	61	113	42	11	24
Total.....	1,240	318	802	239	33	166
Alberta						
Men.....	1,673	492	1,211	186	19	257
Women.....	292	58	139	77	20	56
Total.....	1,965	550	1,350	263	39	313
British Columbia						
Men.....	1,284	293	832	337	17	100
Women.....	328	73	174	85	14	57
Total.....	1,612	366	1,006	422	31	157

Conference of Women Supervisors of Canadian Vocational Training

"There is no more important project being carried on in Canada today than the Canadian Vocational Training program," it was stated by Arthur MacNamara, Deputy Minister of Labour, in an address to the conference of Supervisors of Women's Training at a three-day session in Ottawa in February. "During each of the last three months thousands of students, most of whom are ex-service personnel, have been added to the total enrolment of the Vocational Training Schools."

Mr. MacNamara expressed his opinion that a very large number of employers would take advantage of the plan whereby men or women could be taken into their employ and given a course of instruction pertaining directly to the employment in which they were engaged. Under this plan during the initial weeks of employment the wages paid by the employer for the veterans were supplemented by grants under the Vocational Training plan. He said that every official of the Labour Department, including those he was addressing, should become informed on the details of the plan and become an advocate of it so that employers could be given information upon request.

Mr. MacNamara stated that a campaign was being undertaken to increase the total number taking this type of training and it was anticipated that in Ontario alone 6,000 more would be enrolled very soon. He felt sure that employers would co-operate.

Figures which were provided by R. F. Thompson, director of Vocational Training, show that during the preceding three months total enrolments have more than doubled. At the end of October, 1945, enrolments were about 12,500 and by the end of January the total had risen to more than 23,000. During the month of January, more than 8,000 new students were registered at training schools. Of the total enrolment when the conference was held in February, more than 1,600 were women.

Mr. Thompson stated that in spite of the increasing strain on training facilities by the rapid increases in enrolments, the facilities which had been made available were proving adequate in almost every centre and there

were still vacancies in many courses in many centres. Only a few courses in certain centres which were particularly popular were crowded to capacity.

Brigadier J. E. Lyon, Superintendent of Rehabilitation Training, in his address to the conference stressed the importance of "training on the job" and that women should be encouraged to take advantage of this form of training.

In announcing the recent opening of a Hotels, Restaurant, and Bakery Trades School in Toronto by Vocational Training, Mrs. G. Dobson, Director of the school, expressed the opinion that there were excellent positions with good futures open to women as well as men in the hotel and restaurant business. Many businesses, including certain large chain-store concerns, were now contemplating expansion programs involving increases in their catering staffs. Similar schools are in the process of organization in other provinces.

The first training program in Canada for the graduation of licensed practical nurses was described by Miss H. Sparrow, Supervisor of Women's Training, Manitoba. The course began in Manitoba near the end of January sponsored by Canadian Vocational Training, and supported by the Canadian Nurses' Association and provincial legislation. Miss Marion Graham, Dominion Supervisor of Women's Vocational Training who presided at the conference, pointed out that this was the first course of its type in North America.

Although this is the first province to put the practical nursing program into full effect, in all provinces schools are in the process of being set up and arrangements have been made for the registration of graduates with the Provincial Nurses' Registries. Certain other provinces have proceeded towards the legislation controlling training, licensing and employment of practical nurses.

Miss R. A. Hamilton, of the Unemployment Insurance Commission, addressing the conference on placement, stated that a survey of employment vacancies for women showed that the greatest number were open to sewing machine operators in the textile, leather goods and upholstering trades.

Annual Report, Unemployment Insurance Advisory Committee

Present Financial Position of Commission Considered Satisfactory— Further Study of Benefit Schedule to be Made

IN its fifth annual report the Unemployment Insurance Advisory Committee recorded its findings with respect to the status of the Unemployment Insurance Fund, as at December 31, 1945.

The Advisory Committee was established under the provisions of the Unemployment Insurance Act, 1940, sections 82 and 83, and its functions are defined in sections 84 to 87, inclusive. The membership of the committee as constituted at present follows: Dr. W. A. Mackintosh (Chairman), J. F. McMillan, Percy R. Bengough, Miss Estelle Hewson, W. A. MacDonald, George Burt, V. R. Smith, and Eric Stangroom (Secretary). Its chief function is to keep a close check on the financial condition of the Unemployment Insurance Fund. Whenever it is considered by the Advisory Committee that the Fund is, or is likely to become, insufficient to discharge its liabilities or, on the other hand, if the Fund is deemed to be more than reasonably sufficient to meet its obligations, the Committee's findings shall be presented to the Governor General in Council before the end of February in each year, together with any remedial recommendations deemed necessary.

The report indicates that the Advisory Committee made an exhaustive study of the Commission's portfolio of investments and financial statements for 1945, together with a number of statistical statements and charts submitted by the Commission and the Dominion Bureau of Statistics. Careful study was also given to the benefit payments made during the year and their relationship to the Fund. In spite of the sharp increase in the payment of unemployment benefits during the last four months of 1945, the Committee was of the opinion that "the Fund is adequate to meet any liabilities that are likely to arise." It was not prepared however, "on the basis of so limited a period of unemployment, to say that the Fund is in any degree excessive, or makes over-provision for the future".

The report states that "the balance at the credit of the Fund as of December 31, 1945, was \$315,937,572.37 as compared with \$250,020,319.60 at the end of 1944." The whole of this amount is available to meet the future liabilities of the Fund towards insured persons since all administrative expenses are paid out of moneys voted by Parliament.

"The total revenue of the Fund for 1945 was \$80,478,728.48, as compared with \$82,773,893.97 for 1944. This is a nominal decrease of three per cent from 1944. When allowance is made for a special payment of \$940,000 in 1944 in respect of the liabilities of the Dominion Government for its insured employees and for non-recurring amortization charges of more than \$2,500,000 in 1945, the level of revenue for 1945 was higher despite some decline in contributions.

"Benefit payments during 1945 amounted to \$14,561,475.71, as compared with \$3,265,707.67 in 1944. This is an increase of \$11,295,768.04. The gross amount of benefit paid rose each month after June, 1945, and increased sharply in the last three months of the year. Benefits paid in December, 1945, totalled \$3,450,877.44, or virtually six times the total of benefits paid in June, 1945."

Investments and Benefits

Concerning the investments held on behalf of the Fund, it is pointed out that in accordance with the Act they are all obligations of the Government of Canada. The book value of bonds held is shown in the report to be \$306,894,982.17 and accrued interest totals \$1,919,473.11. The average weighted yield on the investment is given as 2.23 per cent.

It is pointed out that "in 1945, benefits for the first time reached a substantial level. The total payments of \$14,500,000 for the calendar year are less significant than the payments of nearly \$3,500,000 in December". Referring to prospective payments for the early months of 1946, the Committee anticipated that benefits "will be \$4,500,000 and higher per month." It is evident, the report states "that the total revenue of the Fund is sufficient to meet benefit payments of about the present (February) level, but that increases much beyond this level will draw down the Fund. It is probable that before the middle of the year there will be some net reduction in the Fund."

"The Committee has had representations from the Trades and Labour Congress and the Canadian Congress of Labour, in which it was contended that the benefit payments provided by the Act are inadequate and should be increased. It was argued that there had been a substantial increase in the cost of living since the Act was passed in 1940, and that standards of earnings and of living

had also increased substantially in the meantime. It was pointed out that in the higher earnings classes the benefits paid are a relatively low percentage of the average earnings. These representations made at the meeting of the Committee on February 25, 1946, are the first representations which the Committee has received on the adequacy of benefits. The Committee is not prepared to say without further examination that the Fund is adequate to provide for substantial increase in benefit rates, nor, having regard to the critical relation between benefit rates and earnings, is it prepared to say that a general increase in benefits would be sound. The Committee has been impressed, however, with the fact that the ratio of benefits to earnings in Class 7

(55 per cent and lower) is low, and further that there has been growing disparity between employers' and employees' contributions arising from the unexpected concentration of contributors in the top class. The Committee proposes, therefore, to undertake an immediate study of the needs and possibilities of the revision of the schedule of benefits under the Act, with a view to recommending any changes in benefits or contributions which may be found desirable and practicable."

While the committee admitted no direct responsibility for the administration of unemployment insurance, members representing both employers and employees urged the desirability of filling existing vacancies on the Commission without further undue delay.

*Activities of Unemployment Insurance Commission**

Analysis of Claims and Benefit for January—Insurance Registrations—Renewals of Insurance Books—The Fund—Decisions of Umpire

THE number of claims for Unemployment Insurance benefit registered in local offices of the Unemployment Insurance Commission during January, 1946, was 71,932, an increase of 14,320 over the 57,612 received during December, 1945. In January of last year 20,412 claims were filed. These figures include both initial and renewal claims. An initial claim (if the claimant has the minimum contribution credits required under the Act) establishes a benefit year. A renewal claim is used when a benefit year already exists for the claimant.

Persons who signed the live unemployment register during the last six working days of January numbered 145,952 (116,504 males and 29,448 females) compared with 113,386 (91,138 males and 22,248 females) who signed during the last week of December and 27,305 (20,046 males and 7,259 females) during the last week of January, 1945. Those who sign the live register each week are those who are maintaining live claims for unemployment insurance benefit.

During January 70,760 claims were adjudicated at Insurance offices, 57,383 being considered entitled to benefit and 13,377 not entitled to benefit. The chief reasons for non-entitlement were: "insufficient contributions while in insurable employment" (7,673 cases); "voluntarily left employment without just cause" (3,827 cases); and "discharged for misconduct" (867 cases).

A total of 102,718 persons received benefit payments totalling \$4,493,252 for 2,193,317 compensated unemployed days during January, 1946. In December, 79,856 persons were paid \$3,450,853 for 1,684,319 days, while in January of last year 15,575 persons were paid

\$546,569 for 281,193 days. The average amount paid per compensated day of unemployment was \$2.05 in January, 1946, \$2.05 in December and \$1.94 in January, 1945.

Insurance Registrations

Reports received from Local Offices of the Unemployment Insurance Commission showed that as at January 31, 1946, 3,102,941 employees were issued with insurance books and had made contributions to the fund at one time or another since April 1, 1945, an increase of 61,965 since December 31, 1945.

As at January 31, 1946, 156,038 employers were registered as having insurable employees, an increase of 1,726 since December 31, 1945.

Registration to January 31, 1946 by regions are shown in Table I:

Unemployment Insurance Fund

Total Employer-Employee contributions during January, 1946, amounted to \$5,308,584.99 compared with \$5,272,925.34 in the same month last year.

There has been a steady rise in benefit payments during the past six months as indicated below:

August, 1945	\$ 684,878 97
September	881,737 39
October	1,708,344 86
November	2,508,616 02
December	3,449,767 00
January, 1946	4,492,081 25

The net increase to the Fund during January was \$2,439,298.03.

*Statistics (including tables) based on returns supplied by the Unemployment Insurance Commission and the Dominion Bureau of Statistics.

TABLE 1.—REGISTRATIONS TO JANUARY 31, 1946

Region	Employers Registered (Live File)	Insured Persons Registered
Maritimes.....	12,082	237,595
Quebec.....	41,880	931,695
Ontario.....	57,366	1,216,203
Prairie.....	28,700	435,804
Pacific.....	16,010	281,644
Total for Canada.....	156,038	3,102,941

TABLE 2.—NUMBER OF PERSONS FILING CLAIMS FOR UNEMPLOYMENT INSURANCE BENEFIT IN LOCAL OFFICES FEBRUARY, 1942 TO JANUARY, 1946

	1942	1943	1944	1945	1946
January.....		4,637	11,751	20,412	71,932
February.....	663	4,822	12,284	14,990	
March.....	4,124	5,046	10,667	13,307	
April.....	2,925	3,953	6,463	8,430	
May.....	2,799	2,027	4,654	8,825	
June.....	4,629	1,772	3,226	10,857	
July.....	2,668	1,087	3,106	10,886	
August.....	1,855	1,370	3,241	20,557	
September.....	1,118	1,013	3,715	40,473	
October.....	1,058	1,475	6,222	36,717	
November.....	1,748	2,896	11,798	53,325	
December.....	3,337	6,562	13,770	57,612	
Total.....	26,924	36,660	90,897	296,391	71,932

TABLE 3.—CLAIMS FOR UNEMPLOYMENT INSURANCE BENEFIT BY PROVINCES, JANUARY, 1946

Province	Claims Filed at Local Offices			Disposal of Claims (including claims pending from previous months)		
	Total	Initial	Renewal	Entitled to Benefit	Not Entitled to Benefit	Pending
Prince Edward Island.....	312	270	42	219	38	194
Nova Scotia.....	3,116	2,613	503	2,460	438	1,665
New Brunswick.....	1,895	1,666	229	1,238	324	1,006
Quebec.....	23,135	18,961	4,174	20,212	6,084	10,564
Ontario.....	25,653	21,920	3,733	18,324	3,637	5,670
Manitoba.....	4,470	3,503	967	3,451	638	1,382
Saskatchewan.....	1,995	1,749	246	1,528	343	410
Alberta.....	2,651	2,237	414	2,872	442	822
British Columbia.....	8,705	7,466	1,239	7,079	1,433	2,985
Total, Canada, January, 1946.....	71,932	60,385	11,547	57,383	13,377	24,698
Total, Canada, December, 1945.....	57,612	47,894	9,718	39,570	10,317	27,262
Total, Canada, January, 1945.....	20,412	17,257	3,155	14,699	2,732	6,600

TABLE 4.—CLAIMANTS NOT ENTITLED TO UNEMPLOYMENT INSURANCE BENEFIT WITH CHIEF REASONS FOR NON-ENTITLEMENT

Reasons for Non-entitlement	Month of January, 1945	Month of January, 1946	Cumulative Total for Current Fiscal Year
Insufficient contributions and not in insurable employment.....	1,151	7,673	24,171
Not capable of and not available for work.....	61	156	865
Loss of work due to a labour dispute.....		29	3,722
Refused offer of work and neglected opportunity to work.....	171	102	622
Discharged for misconduct.....	227	867	3,870
Voluntarily left employment without just cause.....	968	3,827	15,212
Other reasons(!).....	154	723	2,382
Total.....	2,732	13,377	50,844

(!) These include: Claims not made in prescribed manner; claimants not unemployed; failure to carry out written directions claimants being in class "O" contributions; claimants being inmates of prisons, etc.

TABLE 5.—NUMBER OF PERSONS RECEIVING UNEMPLOYMENT INSURANCE BENEFIT, AMOUNT OF BENEFIT PAID, JANUARY, 1946

Province	Number Receiving Benefit During Month	Number Commencing Benefit During Month	Number of Days Benefit Paid	Amount of Benefit Paid
				\$
Prince Edward Island.....	345	187	6,703	12,526
Nova Scotia.....	3,874	1,595	79,405	167,187
New Brunswick.....	1,209	661	22,128	43,379
Quebec.....	38,492	15,974	946,780	1,908,475
Ontario.....	34,298	12,576	684,618	1,411,755
Manitoba.....	5,132	2,246	89,792	179,502
Saskatchewan.....	2,267	884	38,861	75,363
Alberta.....	3,225	1,339	60,611	123,853
British Columbia.....	13,876	5,855	264,419	571,212
Total, Canada, January, 1946.....	102,718	41,377	2,193,317	4,493,252
Total, Canada, December, 1945.....	79,856	34,516	1,684,319	3,450,853
Total, Canada, January, 1945.....	15,575	8,637	281,193	546,569

TABLE 6.—ACTIVE CLAIMANTS FOR BENEFIT BY OCCUPATIONS AS AT JANUARY 31, 1946

Occupational Groups	Male	Female	Total
Professional and Managerial Workers.....	2,502	427	2,929
Clerical Workers.....	6,574	6,084	12,658
Sales Workers.....	3,581	4,087	7,668
Service Workers.....	6,534	2,713	9,247
Agricultural Workers and Fishermen.....	1,012	355	1,367
Food Workers.....	729	.....	729
Textile and Clothing Workers.....	549	1,733	2,282
Loggers.....	100	.....	100
Sawmill and Wood Operators.....	802	.....	802
Printing Workers.....	348	.....	348
Shoe and Leather Workers.....	488	.....	488
Stone, Clay and Glass Workers.....	100	.....	100
Electrical Workers.....	1,908	.....	1,908
Coal Miners.....	114	.....	114
Other Miners (except coal).....	225	.....	225
Construction Workers (except carpenters).....	5,178	.....	5,178
Carpenters.....	6,358	.....	6,358
Machine Shop Workers and Operators.....	7,443	.....	7,443
Sheet Metal Workers.....	939	102	1,041
Foundry, Smelter and other Metal Workers.....	6,824	1,475	8,299
Miscellaneous Skilled Workers.....	13,899	2,878	16,777
Automobile and Other Mechanics.....	2,211	.....	2,211
Miscellaneous Unskilled Workers—Heavy Labour.....	20,754	.....	20,754
Miscellaneous Unskilled Workers—Light Labour.....	27,332	9,594	36,926
Totals.....	116,504	29,448	*145,952

* This figure includes approximately 4,640 ex-service personnel who are ordinary claimants. Short-time and casual claimants are not included in this figure. There are 1,498 short-time claimants, 39 of whom are ex-service personnel; and 287 casual claimants, 8 of whom are ex-service personnel.

TABLE 7.—SUMMARY OF ACTIVE CLAIMANTS, UNEMPLOYMENT INSURANCE BENEFIT, BY SEX AND BY AGE GROUPS, AS AT JANUARY 31, 1946

	19 and under		20-29		30-44		45-54		55-59		60 up		Totals		
	M	F	M	F	M	F	M	F	M	F	M	F	Males	Females	Total
CANADA....	9,918	3,263	23,264	13,558	33,257	9,166	19,726	2,510	10,026	547	20,313	404	116,504	29,448	145,952

TABLE 8—UNEMPLOYMENT INSURANCE FUND
STATEMENT OF REVENUE AND EXPENDITURE FOR THE PERIOD JULY 1, 1941 TO JANUARY 31, 1946

Year Ended Dec. 31	REVENUE										EXPENDITURE		
	CONTRIBUTIONS (Gross less refunds)										Total Revenue	Benefit Payments	Balance in Fund
	Stamps	Meter	Bulk	Miscellaneous	Total Employer and Employee	Government	Interest on Investments and Profit on sale of Securities	Total Revenue	Benefit Payments	Balance in Fund			
\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	
1941....	14,958,205 22	4,240,363 34	4,388,192 15	44 17	23,586,804 88	4,717,360 97	105,890 48	28,410,056 33	Nil	28,410,056 33			
1942....	29,869,803 09	13,065,439 53	12,180,612 35	1,231 80	55,097,086 77	11,019,417 36	1,303,097 53	67,419,601 66	349,655 94	95,480,002 05			
1943....	30,872,715 97	13,368,409 03	16,155,142 06	1,659 10	60,397,926 16	12,079,585 22	3,483,839 20	75,961,350 58	929,219 33	170,512,133 30			
1944....	32,902,037 08	12,347,593 70	19,032,283 17	2,459 99	64,284,374 54	12,856,874 91	5,632,644 52	82,773,893 97	3,265,707 67	250,020,319 60			
1945....	33,987,198 91	11,089,127 55	17,007,057 23	3,668 67	62,087,052 36	12,417,410 49	5,974,265 63	80,478,728 48	14,561,475 71	315,937,572 37			
1946 Jan....	3,072,412 85	933,643 42	1,302,300 04	228 68	5,308,584 99	1,061,717 00	561,077 29	6,931,379 28	4,492,081 25	318,376,870 40			
Grand Total.	145,662,373 72	55,044,576 57	70,045,587 00	9,292 41	270,761,829 70	54,152,365 95	17,060,814 65	341,975,010 30	23,598,139 90	318,376,870 40			

The Column "Interest on Investments and Profit on Sale of Securities" represents—

(a) The exact amount of interest earned for each year. The approximate amount for each month in 1946; calculations being made on the basis of the "Average Weighted Yield" of 2.23 per cent as at December 31, 1945.

(b) Profit on sale of securities taken into account at the end of each year only.

The "Miscellaneous" column includes

Penalties.....	\$ 6,172 65
Miscellaneous.....	3,119 76
	<hr/>
	\$ 9,292 41

Renewal of Unemployment Insurance Books

The importance of returning all insurance books and contribution records to the Unemployment Insurance Commission promptly at the end of the fiscal year, March 31, has been emphasized in a recent statement.

It is pointed out that on March 31 all current Unemployment Insurance Books will expire and employers with insurable employees will be required to obtain the new books from the Commission's National Employment Office through which the employer deals in Unemployment Insurance matters. In this connection, employers are asked to observe carefully the following instructions:—

1. On the front cover of each book;
 - (a) Fill in the employee's date of birth (including the year of birth) in the top right square marked "for employer's use" *irrespective of his age*, unless his date of birth is already shown elsewhere on the book cover.
 - (b) Fill in his latest address.
 - (c) Have him sign the book at the bottom right corner wherever possible.
 - (d) Complete the Armed Service questionnaire on the inside of the front cover where applicable.

All expired books in the employer's possession must be returned; and those for employees no longer engaged with employer, or engaged in non-insurable employment, must be returned clearly marked "not for renewal" across the front cover.

The required denomination of stamps should be placed in the expired book for insurable employment up to March 31. The denomination of stamp used in the previous pay period may be used for the last few

days, if these days form part of a pay period ending in April. All stamps should be cancelled by stamping or writing the employer's registration number over the stamp.

It should be noted that this year it will *not* be necessary to complete the second last page of the current insurance book, if the front cover is properly completed as outlined above. In returning expired insurance books, they should be sent by registered mail and addressed to the Book Renewal Section of the National Employment Office. If a receipt is desired, it will be signed and returned to the employer.

Employers who are operating on the Bulk Payment Method will not be required to complete form UIC 409B as in previous years, provided that all insurance books in their possession are treated as outlined above.

Their Contribution statements UIC 443 should be checked to see that the employee's name and insurance number, including the prefix letter, are clearly shown and that Contribution statements for which they have insurance books are stapled into the books with the front cover marked "not for renewal". If a firm operating under the Bulk Payment Method also operated on the stamp or meter method, the book renewal for each of these methods should be made separately. In every case a covering memo or letter must be enclosed with the books showing the employer's name, address *and* nature of business.

Failure on the employer's part to return these records promptly will constitute non-compliance with the provisions of the Unemployment Insurance Act and Contribution Regulations, and would render the employer liable to severe penalties.

Digest of Selected Decisions of the Umpire Under the Unemployment Insurance Act, 1940

THE Unemployment Insurance Commission submits the following digest of selected decisions in appeals heard by the Umpire under the provisions of the Unemployment Insurance Act, 1940, and its amendments. These cases are an extension of the series commenced in the April, 1945 number of the *LABOUR GAZETTE* and continued in each of the succeeding issues. They are selected on the basis of their possible precedent value for the determination of questions which may, from time to time, confront Insurance Officers and Courts of Referees. In addition, they provide a medium for presenting to employers and employees alike brief statements of the

principles upon which insurance against unemployment operates in Canada and of actual facts in specific cases coming before the Umpire on appeal.

The selected decisions are published in two series: (1) Benefit cases, designated CU-B and (2) Coverage cases, CU-C.

CU.-B. 47

(July 13, 1945)

The claimant was notified of permanent employment which was suitable in his case, but he refused to apply for the position on the ground that he knew the prospective

employer, that the salary mentioned would not have been paid to him and that there was no advancement for him—HELD: The claimant had, without good cause, failed to apply for a situation which was suitable, as he ought to have presented himself to the employer with a view to ascertaining whether or not the employment would be given to him.

The material facts of the case are as follows:—

The claimant, a single man, aged 34 years, was employed as a clerk, Grade II, at a salary of \$100 a month by the Dominion Government from July 19, 1943 to August 15, 1944, when he resigned. On November 24, 1944, the claimant filed a claim for benefit, his claim was allowed and he drew benefit for a period of five months. On January 13, 1945, he was notified by the local office of the Commission of employment as a bookkeeper with an automobile parts dealer at a salary of from \$22 to \$25 per week. The employment was to be permanent.

The claimant refused to apply for the position on the ground that he knew the prospective employer and that there was no advancement for him with this employer.

The Insurance Officer disallowed the claim and disqualified the claimant from receipt of benefit for six weeks beginning January 13, 1945. In view of the fact that the claimant had been unemployed for some five months, it was considered that a reasonable time had elapsed within the meaning of the proviso to Section 30 of the Act, that the employment was suitable and that the claimant did not show good cause for failure to apply for the employment notified to him as required under Section 43 (b) (i) of the Act.

From this decision the claimant appealed to a Court of Referees on the ground that for various reasons the employment offered was not "suitable employment" in his case. When questioned by the Court of Referees as to the reason why he did not apply for the position, he stated that he knew the employer and had had previous dealings with him. He added further that the employer would need a clerk for only 8 or 10 days a year, and also gave other far-fetched reasons for refusing to apply for the position. When pressed further and asked why he did not give the position a trial at least, in view of the fact that the wages offered were \$25 per week, the claimant replied that the employer would never have given him \$25 per week.

The Court of Referees unanimously disallowed his appeal and expressed the opinion that the claimant should have presented himself to the employer with a view to ascertaining whether or not the employer would

give him employment. The Court of Referees was unanimous in finding that the claimant did not avail himself of the opportunity of suitable employment in refusing to present himself for the employment notified to him.

The Chairman of the Court of Referees granted leave to appeal to the Umpire.

DECISION

The Umpire's decision was that the claim should be disallowed and gave as his reasons:

There is no new evidence and on the basis of the evidence before the Court of Referees I am in entire agreement with their unanimous decision.

CU.-B. 48)

(July 16, 1945)

The claimant had registered herself at the local office of the Commission for part-time work for a certain number of hours on specific days and not more than three days a week, and she would only accept work on Saturdays if it were to be permanent. She was notified of full-time employment by the local office but she refused to apply therefor on the ground that it was not suitable—HELD: The employment offered was suitable and furthermore, the claimant had so restricted her sphere of availability for employment as to be, for all practical purposes, not available for employment.

The material facts of the case are as follows:—

The claimant, a widow, aged 35 years, with two children, was employed by a department store as a part-time sales clerk at a rate of fifty-three and one-half cents an hour from May 23, 1944 until January 5, 1945. Since July 1, 1941, and up to the time of filing this appeal, the claimant was also employed on Saturdays at a shoe store, at a rate of fifty cents an hour.

On January 5, 1945, her employment with the department store terminated on account of shortage of work and the claimant filed her claim for benefit on February 19, 1945, and the claim was allowed. On March 5, 1945, the claimant was notified by the local office of the Commission of employment at a local jeweller's as a sales clerk, the hours of work being from 9:00 a.m. to 6:00 p.m., wages \$17.50 to \$20 per week, which is the prevailing rate of wages in the district for this occupation. The claimant refused to apply for the employment notified, for the following reasons:

"I have never had other part-time work since commencing work five years ago, due to home and family responsibilities. Always willing to accept three or four days' work of five hours per day per week."

The Insurance Officer disallowed the claim and disqualified the claimant on the ground that she refused to apply for suitable employment notified to her by the local office of the Commission. The Insurance Officer was of the opinion that the work offered was "suitable employment" within the meaning of the Act and also that the claimant had restricted her availability for work to such an extent as to render her for all practical purposes, not available for work.

From this decision the claimant appealed to the Court of Referees. The Court of Referees came to the conclusion that the claim should be allowed on the grounds that the claimant had registered at the local office of the Commission for part-time work only and had been employed by the department store for seven months on that basis, and because of her responsibilities to her family she desired part-time work only.

The Insurance Officer appealed to the Umpire from the decision of the Court of Referees on the grounds that the employment offered was suitable in her case and that the claimant was not really available for work.

DECISION

The Umpire's decision was that the claim should be disallowed and the disqualification imposed by the Insurance Officer restored and gave as his reasons:

The claimant was willing to accept only part-time work for a certain number of hours on specific days and not more than three days a week and would only accept work on Saturdays if it was to be permanent. She

states that this is due to her domestic responsibilities. The claimant has two boys, thirteen and fifteen years of age, who work every night and Saturdays at a drug store and, in addition, she operates a rooming-house. The domestic responsibilities are considerable—so much so that it is difficult to see how the local office would be in a position to offer employment which would not interfere with those domestic responsibilities.

The Court of Referees seems to have been of the opinion that because the claimant registered at the local office of the Commission for a certain type of work, this registration determines what employment is suitable for the claimant. I do not think that this is so. The question of suitability of employment is a question of fact which varies for each person and cannot be predetermined simply by such means as a declaration by the claimant that only certain types of employment are suitable. The information given by the claimant on her registration for employment is quite properly a factor which should be taken into account in attempting to place her in suitable employment, but it is not the only determining factor.

While it is true that the claimant had been in employment which apparently allowed her at the same time to carry out her domestic responsibilities, that does not imply that the only employment suitable for the claimant is employment falling within that same pattern. I am in agreement with the conclusion of the Insurance Officer either that the employment offered was suitable or, alternatively, that the claimant had so restricted her availability for employment as to be, for all practical purposes, not available for employment.

Employment, Hours and Earnings

Summary

REPORTS received in the Department of Labour during the past month gave the following information concerning employment and unemployment in Canada.

Employment and payrolls at the beginning of January, 1946.—In conformity with the experience of the past 26 years, there was a contraction of industrial activity at the beginning of January, according to reports received by the Dominion Bureau of Statistics. This was mainly due to the curtailment of outdoor work, and shut-downs for inventories and for the holiday season.

The crude index number of employment (1926=100) declined from 173.2 a month earlier, to 167.9, as compared with 180.4 at January 1, 1945.

The largest reductions were in construction and manufacturing. In the case of the latter, recessions were most pronounced in food and textile plants, only in beverage factories was the trend upwards. Mining, local and water transportation, and services also showed recessions, mainly seasonal in character. On the other hand, communications, retail trade, steam railway operation and logging afforded more employment at January 1 than at a month earlier; also, in some instances, seasonal.

Reports from 15,590 establishments in eight leading industries recorded a decrease of 54,172 men and women, a loss of 3.1 per cent. Average weekly per capita earnings fell from \$31.63 at December 1, to \$29.85 at January 1, as compared with \$30.10, \$29.69, \$27.92 and \$26.13 at January 1, 1945, 1944, 1943 and 1942 respectively.

Unemployment as reported by the Unemployment Insurance Commission.—Claims for unemployment insurance benefit during January numbered 71,932 an increase of 14,320 over the preceding month.

Report on employment conditions, February, 1946.—The supply of available labour steadily mounted during February, while the demand for workers continued to decrease. Labour supply, as indicated by the number of unplaced applicants registered at employment offices increased by 35,592 during the

month to total 256,051 (208,822 male and 47,229 female) at February 21. The high rate of demobilization, together with the seasonal slackening in labour needs, continues to increase the discrepancy between labour supply and demand. At February 21, manpower requirements, exclusive of agricultural workers, totalled 75,890 (43,983 men and 31,907 women) as compared with 82,721, four weeks previous. This decline was due to the sharp reduction in the labour requirements of the logging camps which more than offset the slight increase in demand evident in other industries.

Man-hours and hourly earnings, January 1, 1946.—Average hours per week worked by hourly-rated wage-earners employed in manufacturing was 38.2 during the week preceding January 1, 1946. The average was affected by the time lost during the year-end holiday season. Average hourly earnings were 67.8 cents.

Applications for employment; vacancies and placements; January, 1946.—Reports received from the National Employment Service Offices of the Unemployment Insurance Commission during the five weeks December 28, 1945, to January 31, 1946, showed declines in the average number of placements made daily both when compared with the previous four weeks and with the five-week period December 29, 1944, to February 1, 1945. Under the first comparison manufacturing, construction and trade showed moderate declines and all other industrial groups registered decreases. In comparison with the five weeks ending February 1, 1945, apart from a nominal increase in agriculture all industrial divisions showed declines, the most pronounced being a substantial decrease in manufacturing and moderate losses in forestry and logging, services, trade and public utilities operation. During the period under review there were 144,401 vacancies reported, 208,346 applications for employment and 65,374 placements effected in regular and casual employment.

Unemployment in trade unions at the close of the quarter ending December 31, 1945, and for the year 1945.—Unemployment in trade unions rose to 3.0 per cent at

the end of the December quarter; an increase of more than twice 1·4 per cent recorded for September 30, 1945. This is the highest average since April, 1942.

Average unemployment for 1945 was 1·4 per cent, as compared with 0·5 recorded for 1944. It is the highest yearly average since 1912, when 2·2 per cent was registered.

Survey of civilian labour force.—The first of a series of surveys of the civilian labour force to be undertaken quarterly by the Dominion Bureau of Statistics indicates that in the week November 11-17, 1945, there were 4,364,000 persons employed, and 167,000 unemployed, making a total labour force of 4,531,000.

Employment and Payrolls at the Beginning of January, 1946

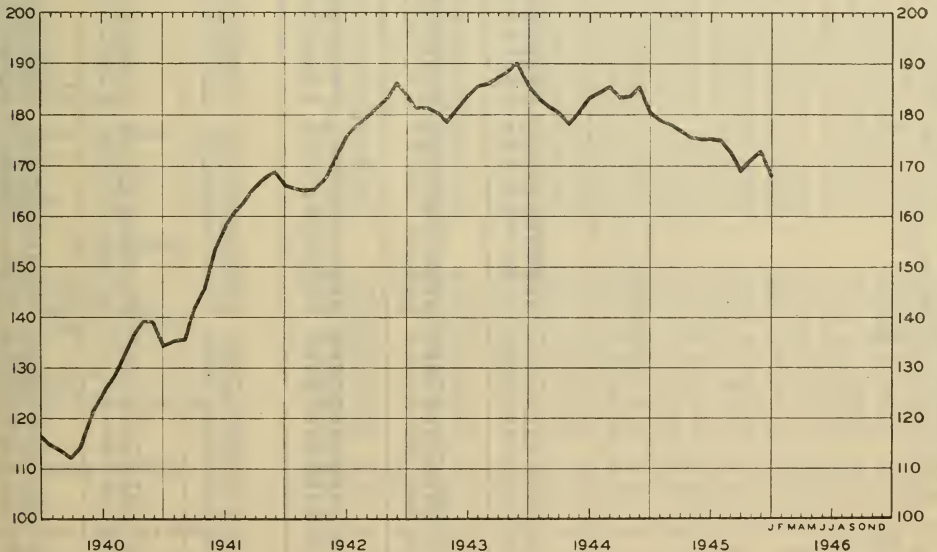
IN the experience of the period since 1920, industrial employment generally at the beginning of January has invariably shown a recession, resulting not only from curtailment of outdoor work, but from shutdowns during the holiday season, for inventory, and for various other reasons. The contraction in activity at January 1, 1946, was important, involving the release of some 54,200 men and women, a loss of 3·1 per cent; the number laid-off, however, was somewhat less than usual, while the percentage decline was considerably below the average in the last 25 years. On the other hand, the latest reduction was greater than at January 1 in any earlier winter since 1940, slightly exceeding the shrinkage at the same date in 1945. The 15,590 establishments in the eight leading industries furnishing information to the Dominion Bureau of Statistics reported a staff of 1,717,888, as compared with 1,772,060 at Dec-

ember 1. The crude index number of employment (1926=100), declined from 173·2 in the preceding survey, to 167·9 at the date under review, as compared with 180·4 at January 1, 1945. Since the curtailment was less than normal in extent, the seasonally-adjusted index showed a gain, rising from 169·1 at December 1, to 174·4 at the beginning of January.

The latest curtailment in employment was accompanied by a relatively larger falling-off in the indicated salaries and wages. The very general observance of Boxing Day as a holiday in addition to Christmas Day, the loss of working time due to increased absenteeism and lessened overtime work, together with the reductions resulting from lowered employment, brought about a decline of 8·5 per cent in the disbursements made on or about January 1, for services rendered in the week preceding.

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.



Communications, retail trade, steam railway operation and logging afforded more employment at January 1 than at December 1; the improvement in some cases was seasonal. Manufacturing, mining, local and water transportation, construction and maintenance and services, on the other hand, showed contractions, also seasonal in character. The largest reductions were those of 22,400 in manufacturing, and 30,900 in construction as a whole. The loss of 2.3 per cent in the former was somewhat smaller than the average percentage decline in manufacturing at January 1 in pre-war years, although with the exception of 1945, it was greater than in any other year since 1940. Only in beverage factories was the trend upward at the date under review, when the most pronounced recessions were in food and textile plants. With the resumption of operations in the latter part of December in the automobile industry, following the settlement of the strike, the reductions in the iron and steel group were decidedly less than usual in the experience of past years.

Payrolls

The sum of \$51,281,598 was distributed at January 1 in weekly salaries and wages by the 15,590 reporting employers in the eight leading industries; this total was lower by 8.5 per cent than that of \$56,054,326 disbursed at the first of December. The falling-off was smaller than that of 9.2 per cent indicated at January 1, 1945, when the festivals had also been celebrated close to the week-end. The weekly per capita earnings fell from \$31.63 at December 1 to \$29.85 at the first of January, or by \$1.78; the loss of \$2.09 which had been shown at January 1, 1945, had lowered the average in the eight leading industries to \$30.10. In 1944, the mean was \$29.69, while in 1943 and 1942, the per capita figures were \$27.92, and \$26.13, respectively.

Including the data received from financial institutions, the number of persons in recorded employment at January 1 was 1,788,036, as compared with 1,841,979 at the beginning of December. The amounts received

TABLE I—INDEX NUMBERS OF EMPLOYMENT AND PAYROLLS, BASED ON JUNE 1, 1941=100, TOGETHER WITH PER CAPITA WEEKLY EARNINGS

(The latest figures are subject to revision).

Date	Eight Leading Industries			Manufacturing		
	Index Numbers of		Per Capita Earnings	Index Numbers of		Per Capita Earnings
	Employment	Aggregate Payrolls		Employment	Aggregate Payrolls	
Jan. 1, 1943.....	120.1	131.7	27.92	130.7	142.5	28.11
Feb. 1.....	118.5	139.3	29.96	132.2	157.0	30.65
Mar. 1.....	118.6	143.0	30.72	133.0	162.1	31.49
Apr. 1.....	118.1	144.1	31.14	133.5	164.3	31.81
May 1.....	116.5	139.6	30.59	132.7	159.5	31.09
June 1.....	118.5	143.4	30.93	133.5	163.1	31.62
July 1.....	120.1	145.5	30.97	134.8	164.7	31.62
Aug. 1.....	121.6	147.5	31.06	135.5	166.2	31.77
Sept. 1.....	121.8	148.7	31.30	136.8	169.0	32.03
Oct. 1.....	122.6	150.8	31.53	137.7	171.9	32.37
Nov. 1.....	123.4	152.0	31.60	137.4	172.7	32.62
Dec. 1.....	124.6	153.4	31.61	137.4	174.0	32.86
Jan. 1, 1944.....	121.5	140.4	29.69	134.8	156.5	30.18
Feb. 1.....	119.8	148.1	31.76	135.3	170.6	32.78
Mar. 1.....	118.8	149.1	32.27	134.8	172.2	33.23
Apr. 1.....	118.1	148.6	32.37	134.2	171.7	33.28
May 1.....	116.5	146.2	32.26	132.9	168.1	32.92
June 1.....	118.1	146.0	31.80	132.8	166.7	32.64
July 1.....	120.0	148.1	31.72	134.4	167.7	32.44
Aug. 1.....	120.7	148.4	31.63	133.9	166.8	32.38
Sept. 1.....	121.5	149.6	31.69	134.6	168.6	32.55
Oct. 1.....	120.0	151.0	32.36	133.2	169.2	33.02
Nov. 1.....	120.4	151.0	32.29	131.7	168.1	33.20
Dec. 1.....	121.6	152.1	32.19	131.0	168.0	33.35
Jan. 1, 1945.....	118.1	138.1	30.10	126.6	147.1	30.22
Feb. 1.....	117.2	146.4	32.15	128.0	162.6	33.06
Mar. 1.....	116.7	148.8	32.82	127.6	164.7	33.56
Apr. 1.....	115.8	144.1	32.00	126.7	158.7	32.55
May 1.....	114.9	145.4	32.55	125.4	161.9	33.59
June 1.....	114.8	143.3	32.10	124.4	157.4	32.88
July 1.....	114.9	144.5	32.32	123.2	156.3	32.94
Aug. 1.....	114.6	143.0	32.09	121.5	152.9	32.73
Sept. 1.....	113.2	141.1	32.06	118.2	148.0	32.58
Oct. 1.....	110.5	137.8	32.08	112.1	140.4	32.54
Nov. 1.....	112.1	139.3	31.95	110.9	139.3	32.64
Dec. 1.....	113.4	139.5	31.63	109.6	136.7	32.44
Jan 1, 1946.....	110.0	127.6	29.85	107.1	121.5	29.49

in weekly payrolls by these employees were given as \$53,676,799 paid on or about January 1, and \$58,440,863 paid on or about December 1. The general per capita figure for the nine major industries, including finance, was \$30.02, as compared with \$31.73 at the beginning of December, and \$30.18 at January 1, 1945.

Table II summarizes the latest statistics of employment and payrolls for the leading industrial groups, the provinces and economic areas, and the 20 leading industrial cities, and gives comparisons as at December 1 and January 1, 1945. In Table I appears a monthly record for the eight leading industries as a

TABLE II—EMPLOYMENT AND EARNINGS

Number of Persons Employed at January 1, 1946, by the Co-operating Establishments and Aggregate and Per Capita Weekly Earnings of Such Employees, Together with Index Numbers of Employment and Payrolls as at January 1, 1946 and December 1, 1945, with Comparative Figures for January 1, 1945, where Available, Based on June 1, 1941 as 100 p.c.

(The latest figures are subject to revision).

Geographical and Industrial Unit	Number of Employees Reported at Jan. 1, 1946	Aggregate Weekly Payrolls at Jan. 1, 1946	Per Capita Weekly Earnings at			Index Numbers of						
						Employment			Aggregate Weekly Payrolls			
			Jan. 1, 1946	Dec. 1, 1945	Jan. 1, 1945	Jan. 1, 1946	Dec. 1, 1945	Jan. 1, 1945	Jan. 1, 1946	Dec. 1, 1945	Jan. 1, 1945	
		\$	\$	\$								
(a) PROVINCES												
Maritime Provinces	130,223	3,782,389	29-05	29-57	27-73	111-2	122-5	119-8	147-7	165-7	152-1	
Prince Edward Island.....	2,481	65,384	26-35	27-09	25-29	112-4	116-6	115-0	140-0	149-3	137-9	
Nova Scotia.....	73,900	2,138,132	28-93	30-25	28-28	104-8	118-8	111-9	134-6	159-6	140-6	
New Brunswick.....	53,842	1,578,873	29-32	28-69	27-09	121-6	129-1	132-9	170-5	177-0	172-4	
Quebec	511,341	14,600,967	28-55	30-37	29-04	108-8	114-0	121-5	130-0	145-0	147-4	
Ontario	714,137	21,373,361	29-93	32-04	30-39	106-8	107-3	114-2	117-9	126-9	128-0	
Prairie Provinces	208,083	6,569,015	31-57	32-55	31-48	117-1	119-7	116-3	140-7	148-4	139-5	
Manitoba.....	95,750	2,988,402	31-21	32-36	31-01	116-1	118-8	116-3	136-8	145-0	135-9	
Saskatchewan.....	40,841	1,268,569	31-06	31-42	30-84	111-2	116-6	110-8	136-6	144-7	134-8	
Alberta.....	71,492	2,312,044	32-34	33-49	32-60	121-8	123-0	119-6	148-7	155-4	147-2	
British Columbia	154,104	4,956,766	32-17	34-65	32-66	121-5	127-1	128-9	138-2	155-8	148-9	
CANADA	1,717,888	51,281,598	29-85	31-63	30-10	110-0	113-4	118-1	127-6	139-5	138-1	
(b) CITIES												
Montreal.....	246,291	7,066,904	28-69	32-03	29-61	112-4	117-4	125-5	126-6	147-7	145-8	
Quebec City.....	24,420	628,982	25-67	27-10	27-08	101-5	105-7	144-9	124-3	136-6	189-3	
Toronto.....	228,985	7,023,360	30-67	32-38	29-71	112-9	115-9	125-8	128-9	139-3	139-0	
Ottawa.....	22,381	592,127	26-46	27-94	27-11	112-0	111-6	116-0	105-3	134-8	136-1	
Hamilton.....	55,966	1,679,997	29-96	32-57	30-05	104-9	106-6	111-1	114-0	126-0	136-1	
Windsor.....	25,008	854,559	34-17	39-08	36-29	78-9	53-8	123-6	71-4	55-7	118-6	
Winnipeg.....	62,678	1,766,708	28-19	29-78	27-85	120-8	123-1	122-6	134-2	144-5	134-7	
Vancouver.....	71,738	2,186,835	30-46	33-08	31-22	139-5	145-4	157-1	160-8	182-0	185-5	
Halifax.....	24,034	630,082	26-22	28-80	28-18	136-9	143-7	146-5	157-9	182-0	176-0	
Saint John.....	13,110	351,893	26-84	28-29	27-33	125-0	123-7	143-6	155-3	162-0	184-5	
Sherbrooke.....	9,030	240,910	22-69	26-76	23-99	102-6	103-0	105-5	111-0	131-4	120-9	
Three Rivers.....	8,112	232,044	28-61	30-06	27-48	101-6	113-3	117-7	114-0	133-6	136-7	
Kitchener-Waterloo.....	17,486	454,657	26-00	29-89	27-69	116-9	117-4	107-8	133-5	154-2	131-9	
London.....	21,057	598,812	28-44	29-95	27-52	118-2	118-4	117-7	132-9	140-2	128-8	
Fort William-Port Arthur.....	10,463	343,547	32-83	34-98	35-87	74-1	74-8	110-5	90-9	97-7	148-0	
Regina.....	10,301	287,893	27-95	28-12	27-11	113-4	116-5	117-5	138-2	142-9	138-6	
Saskatoon.....	6,784	185,147	27-29	27-56	25-94	136-0	140-3	124-3	168-5	175-5	144-3	
Calgary.....	18,445	567,182	30-75	31-40	31-01	116-4	115-2	116-5	138-0	139-5	138-8	
Edmonton.....	18,437	531,236	28-81	29-91	27-74	135-6	138-9	127-9	158-3	168-3	146-2	
Victoria.....	12,355	345,669	27-98	31-39	31-28	145-3	155-2	169-0	162-0	194-3	210-8	
(c) INDUSTRIES												
Manufacturing	945,076	27,867,434	29-49	32-44	30-22	107-1	109-6	126-6	121-5	136-7	147-1	
Durable Goods ¹	434,872	13,601,076	31-28	35-20	32-77	101-9	103-1	137-6	113-8	129-6	160-9	
Non-Durable Goods.....	489,284	13,490,774	27-57	29-83	27-05	112-0	115-9	117-1	130-1	145-7	153-5	
Electric Light and Power.....	20,920	775,584	37-07	37-80	36-80	109-5	109-9	95-4	125-7	128-8	108-9	
Logging.....	102,304	2,797,178	27-34	25-35	27-02	214-0	206-4	197-7	294-1	263-0	268-4	
Mining.....	70,268	2,569,687	36-57	39-02	34-87	84-1	84-9	82-6	97-7	105-2	91-5	
Communications.....	34,071	1,102,647	32-36	31-64	31-20	130-8	130-3	113-9	156-3	153-3	131-3	
Transportation.....	161,832	6,204,811	38-34	38-72	38-77	126-7	129-6	123-8	151-2	156-1	149-6	
Construction and Maintenance.....	138,492	3,994,647	28-84	30-26	28-84	77-6	95-0	70-6	98-5	125-9	89-2	
Services.....	51,959	1,021,640	19-66	20-37	19-23	121-3	123-6	117-7	148-3	156-5	139-1	
Trade.....	213,886	5,723,554	26-76	26-76	25-52	123-0	122-6	115-3	140-0	139-6	125-6	
Eight Leading Industries	1,717,888	51,281,598	29-85	31-63	30-10	110-0	113-4	118-1	127-6	139-5	138-1	
Finance.....	70,148	2,395,201	34-14	34-13	32-50	116-7	116-3	110-6	138-2	137-7	124-7	
Total—Nine Leading Industries	1,788,036	53,676,799	30-02	31-73	30-18	110-3	113-6	117-9	128-1	139-3	137-6	

¹This classification comprises the following—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products.

whole, and for manufacturing, showing the movements of employment and payrolls from 1942.

The index numbers of payrolls are based on the amounts disbursed by the co-operating firms at June 1, 1941, as 100. To facilitate comparisons of the trends of employment and payrolls, the indexes of employment have been converted from their original base, 1926=100, to June 1, 1941, as 100. Table II shows that in the period for which data are available, there has been an increase of ten per cent in the number of persons in recorded employment in the eight leading industrial groups, while the aggregate weekly earnings of these employees are higher by 27.6 per cent. Including finance, the gain in employment from June 1, 1941, to January 1, 1946, amounted to 10.3 per cent, and that in payrolls, to 28.1 per cent. The reasons previously given for the much greater rise in payrolls than in employment may again be stated:—(1) the greater-than-normal concentration of workers still indicated in the heavy manufacturing industries, where rates of pay are above the average and in which there has been a considerable amount of overtime work, although the importance of this factor has greatly lessened; (2) the payment of cost-of-living allowances to the majority of workers; the rates at which these allowances were

calculated were increased on more than one occasion before their incorporation in the basic wage-rates as from February 15, 1944; (3) the progressive up-grading of employees as they gained experience in their work; and (4) the granting of higher wage rates in numerous cases.

In spite of the marked seasonal curtailment in construction at January 1, 1946, the latest survey shows that at that date, as at December 1 and November 1, 1945, the levels of employment and payrolls in the non-manufacturing industries were higher in relation to the base of June 1, 1941, than was the case in the manufacturing classes, a situation which contrasts with that indicated during the war. Thus in the period of 4½ years for which the monthly payroll statistics are available, the non-manufacturing classes taken as a unit have shown increases of 13.7 per cent in employment and 35.8 per cent in the aggregate payrolls, whereas in manufacturing, there has been an advance of 7.1 per cent in employment and of 21.5 per cent in the weekly disbursements; at January 1, 1945, the former group of industries had reported a gain of 6.9 per cent in the number of employees, as compared with June 1, 1941, accompanied by that of 26.1 per cent in the weekly salaries and wages, while in manufacturing, there had been increases of 26.6 per cent in employ-

TABLE III—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS

(AVERAGE CALENDAR YEAR 1926=100)

(The latest figures are subject to revision)

	CANADA	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Jan. 1, 1930.....	111.2	113.6	.....	.....	.....	107.4	116.1	111.0	.....	.....	.....	99.1
Jan. 1, 1931.....	101.7	119.3	.....	.....	.....	99.3	100.1	106.4	.....	.....	.....	94.1
Jan. 1, 1932.....	91.6	111.1	.....	.....	.....	86.3	93.8	92.8	.....	.....	.....	80.6
Jan. 1, 1933.....	78.5	80.1	.....	.....	.....	77.8	78.8	84.4	.....	.....	.....	69.7
Jan. 1, 1934.....	88.6	97.0	.....	.....	.....	86.3	91.2	86.4	.....	.....	.....	80.4
Jan. 1, 1935.....	94.4	99.0	.....	.....	.....	91.3	98.0	91.2	.....	.....	.....	88.6
Jan. 1, 1936.....	99.1	108.1	.....	.....	.....	95.5	102.7	95.1	.....	.....	.....	92.4
Jan. 1, 1937.....	103.8	109.5	.....	.....	.....	104.0	107.5	94.2	.....	.....	.....	95.4
Jan. 1, 1938.....	113.4	115.8	73.2	118.3	115.3	119.7	117.5	96.2	92.4	97.8	100.8	97.8
Jan. 1, 1939.....	108.1	109.2	92.2	121.0	95.8	114.9	108.8	97.1	91.8	99.2	103.6	98.0
Jan. 1, 1940.....	116.2	118.9	84.3	126.6	111.6	120.7	120.9	103.3	96.9	103.3	113.2	97.6
Jan. 1, 1941.....	134.2	130.0	112.7	137.5	121.9	139.6	141.1	116.2	113.0	113.4	123.1	116.0
Jan. 1, 1942.....	165.8	183.9	118.9	204.5	182.2	175.0	172.7	131.4	127.2	119.6	145.7	142.6
Jan. 1, 1943.....	183.7	180.0	112.0	194.5	166.1	198.7	187.5	140.6	137.6	131.5	151.3	185.2
Jan. 1, 1944.....	185.7	186.3	128.0	196.9	176.4	201.3	185.4	149.5	141.6	137.5	169.7	190.2
Jan. 1, 1945.....	180.4	182.5	123.2	187.9	179.3	191.1	184.2	149.2	145.0	141.1	160.9	173.9
Jan. 1, 1946.....	167.9	169.4	120.4	176.0	164.1	171.1	172.2	150.2	144.8	141.7	163.8	163.9
Relative weight of Employment by Provinces and Economic Areas as at January 1, 1946.....	100.0	7.5	.1	4.3	3.1	29.7	41.6	12.2	5.6	2.4	4.2	9.0

Note.—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

TABLE IV.—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100)

(The latest figures are subject to revision)

Industries	Relative Weight	Jan. 1, 1946	Dec. 1, 1946	Jan. 1, 1945	Jan. 1, 1939
Manufacturing	55.0	179.9	184.2	212.7	194.3
Animal products—edible.....	2.7	232.4	245.6	223.4	129.1
Fur and products.....	.2	153.3	154.4	131.9	82.8
Leather and products.....	1.7	142.8	148.1	135.5	100.7
Boots and shoes.....	1.1	133.2	136.3	125.2	102.5
Lumber and products.....	3.7	116.4	121.3	115.2	68.2
Rough and dressed lumber.....	1.9	93.3	98.7	91.1	56.5
Furniture.....	.8	140.5	141.5	126.8	82.3
Other lumber products.....	1.0	180.2	186.9	195.2	94.2
Musical instruments.....	.04	34.2	33.5	29.3	48.4
Plant products—edible.....	3.1	159.9	176.8	165.4	105.4
Pulp and paper products.....	5.5	150.0	151.5	135.8	102.7
Pulp and paper.....	2.3	131.5	133.2	119.9	88.4
Paper products.....	1.1	231.4	236.0	208.1	126.4
Printing and publishing.....	2.1	147.0	147.1	132.3	113.1
Rubber products.....	1.3	177.3	178.0	174.1	102.4
Textile products.....	8.0	157.4	162.9	152.8	113.6
Thread, yarn and cloth.....	3.0	164.5	164.7	153.8	127.8
Cotton yarn and cloth.....	1.3	109.3	112.3	109.7	95.4
Woolen yarn and cloth.....	.8	178.5	178.1	163.6	122.8
Artificial silk and silk goods.....	.7	673.8	648.0	566.1	496.0
Hosiery and knit goods.....	1.3	151.1	156.8	143.9	116.5
Garments and personal furnishings.....	2.8	151.6	163.3	150.5	103.1
Other textile products.....	.9	162.7	165.8	171.4	97.8
Tobacco.....	.7	143.9	146.9	142.2	153.8
Beverages.....	.9	283.6	280.6	269.1	165.3
Chemicals and allied products.....	2.5	332.1	342.6	602.8	152.3
Clay, glass and stone products.....	1.0	150.8	151.8	131.0	75.0
Electric light and power.....	1.2	164.1	164.8	143.0	127.7
Electrical apparatus.....	2.4	273.1	274.0	308.9	126.8
Iron and steel products.....	15.9	200.1	200.8	299.5	90.5
Crude, rolled and forged products.....	1.8	219.1	222.0	247.4	107.2
Machinery (other than vehicles).....	1.4	222.7	222.6	219.9	119.0
Agricultural implements.....	.8	161.0	158.2	130.7	59.6
Land vehicles and Aircraft.....	5.8	155.9	145.6	277.9	85.4
Automobiles and parts.....	1.6	186.4	139.9	289.0	138.4
Steel shipbuilding and repairing.....	1.8	613.4	722.9	1,196.4	57.1
Heating appliances.....	.3	190.7	191.4	177.1	100.2
Iron and steel fabrication (n.e.s.).....	.8	218.4	220.3	285.8	99.1
Foundry and machine shop products.....	.5	198.1	199.0	233.2	101.5
Other iron and steel products.....	2.7	221.0	229.3	324.8	96.8
Non-ferrous metal products.....	2.3	282.2	290.8	382.2	150.9
Non-metallic mineral products.....	1.0	213.2	214.8	208.2	150.0
Miscellaneous.....	.9	281.9	287.2	352.2	129.2
Logging	5.9	338.8	326.8	313.0	159.6
Mining	4.1	149.1	150.5	146.4	163.4
Coal.....	1.6	96.3	95.5	91.2	95.8
Metallic ores.....	1.9	257.8	259.4	256.8	325.2
Non-metallic minerals (except coal).....	.6	157.5	167.4	162.8	121.7
Communications	2.0	127.1	126.7	110.7	83.3
Telegraphs.....	.5	137.6	139.7	128.7	91.7
Telephones.....	1.5	123.9	122.7	105.8	81.0
Transportation	9.4	125.2	128.0	122.3	79.9
Street railways and cartage.....	2.9	198.3	201.9	192.7	120.9
Steam railways.....	5.3	111.7	110.2	107.7	71.0
Shipping and stevedoring.....	1.2	90.1	107.7	97.3	67.4
Construction and Maintenance	8.1	107.9	132.0	98.2	96.4
Building.....	3.2	121.5	137.3	87.2	53.5
Highway.....	2.6	113.6	167.4	115.8	192.0
Railway.....	2.3	89.0	94.6	93.3	50.3
Services	3.0	297.3	211.2	201.1	131.7
Hotels and restaurants.....	2.0	205.6	208.0	204.0	127.4
Personal (chiefly laundries).....	1.0	210.7	217.4	195.9	139.1
Trade	12.5	192.9	192.3	180.8	144.8
Retail.....	9.3	204.4	203.1	192.9	155.8
Wholesale.....	3.2	165.6	166.7	150.7	118.2
Eight Leading Industries	109.0	167.9	173.2	180.4	108.1
Finance		135.5	135.0	128.4	
Banks and Trust Companies.....		137.6	137.5	132.6	
Brokerage and Stock Market Operations.....		218.1	210.3	149.4	
Insurance.....		127.9	127.4	121.4	
Nine Leading Industries		166.4	171.4	177.9	

¹ The relative weight shows the proportion of employees reported in the indicated industry, to the total number of employees reported in Canada by the firms making returns at the date under review.

ment and 47.1 per cent in the payrolls, in the same comparison. During the last 12 months, the non-manufacturing classes taken as a unit have shown advances of 6.4 per cent in employment and 7.7 per cent in the weekly salaries and wages, while in manufacturing, there has been a decline of 15.4 per cent in the number of workers, and of 17.4 per cent in their aggregate weekly earnings.

In regard to the marked variations shown in the average earnings of workers in the different industrial classes, it must be borne

in mind that the sex distribution of such persons is an important factor, frequently associated with variations in the age groups. In general, the female workers tend to belong to the younger age classes, in which the earnings are naturally lower than among those of greater experience. The matter of short-time or overtime may also considerably influence the reported aggregates and averages, which likewise reflect variations in the extent to which casual labour is used; the degree of skill generally required of workers in different industries is obviously an exceedingly important factor.

Man-Hours and Hourly Earnings, January 1, 1946

AN increase in average hourly earnings of wage-earners in manufacturing was reported by the Bureau of Statistics for the week ending January 1, 1946. The increase amounted to four-fifths of a cent, and was attributed partly to the fact that the reductions in employment at January 1 were greater among workers in the non-durable goods industries than among those engaged in the generally higher-paid durable goods industries. The re-employment of many workers in the automotive industries, following settlement of the strike in the latter part of December, also contributed to this result.

The hourly average at the date under review was 67.8 cents, as compared with 67 cents at December 1, and 70 cents at January 1, 1945, when war work was of course a factor of much greater importance than in more recent months. The decline in the average hourly rate in manufacturing as a whole in the last year is largely due to important changes in the industrial distribution of wage-earners during the period of conversion from wartime to peace-time production, and to reductions in the amount of overtime work.

The average of hours worked, at 38.2 in the week under review, was lower than that of 44.8 hours reported in the week ending December 1, being also lower than the mean of 39.6 indicated in manufacturing as a whole at January 1, 1945. It should be noted that the occurrence of the Christmas and New Year's holidays this winter on Tuesday may have resulted in a greater loss of working time than would be the case in years in which the holidays did not fall near to the week-end; the decline in the hours worked in manufacturing as a whole in the period under review was very similar to that recorded a

year ago, when the holidays had been celebrated on Monday.

Statistics were tabulated from 6,087 employers having a total of 687,307 hourly-rated employees, who worked an aggregate of 26,265,209 hours in the week preceding January 1, for which they received the sum of \$17,810,753. At December 1, the indicated wage-earners had numbered 708,677; their hours had amounted to 31,719,699, and their weekly wages, to \$21,250,989. Thus there were declines of three per cent in the number of wage-earners, 17.2 per cent in the man-hours reported, and 16.2 per cent in the total wages paid to hourly-rated wage-earners at January 1 as compared with a month earlier.

Average Hours Worked.—At the beginning of January, there was a decline of 6.6 in the average hours worked in manufacturing as compared with December 1; this seasonal reduction was very similar to that of 6.7 hours indicated at January 1, 1945, but the weekly figure was then rather higher than at the date under review. Most industries throughout the Dominion reported curtailment in working time due to the observance of the year-end holidays.

In the production of heavy manufactured goods, there was a general falling-off of 7.3 hours in the average time worked in the week ending January 1, as compared with that of 5.8 hours in the case of the light manufactured goods division. These figures approximate closely those indicated a year earlier, when there had been decreases of 7.2 hours in the durable manufactured goods, and of six hours in the non-durable manufactured goods industries, as compared with December 1, 1944.

The accompanying table summarizes the statistics of average hours worked and average hourly earnings in manufacturing in the period for which data are available:

AVERAGE HOURS WORKED AND AVERAGE HOURLY EARNINGS OF HOURLY-RATED WAGE-EARNERS
IN MANUFACTURING

Week Preceding	Average Hours Worked			Average Hourly Earnings		
	Manu- facturing	Durable Goods	Non-durable Goods	Manu- facturing	Durable Goods	Non-durable Goods
	No.	No.	No.	cts.	cts.	cts.
Nov. 1, 1944.....	46.3	47.0	45.3	70.3	77.7	60.1
Dec. 1.....	46.3	46.9	45.5	70.5	77.9	60.4
*Jan. 1, 1945.....	39.6	39.7	39.5	70.0	77.1	60.9
Feb. 1.....	45.4	46.0	44.7	70.1	77.8	60.3
Mar. 1.....	45.8	46.5	45.0	70.1	77.8	60.3
*April 1.....	43.6	44.2	42.7	70.4	78.0	60.9
May 1.....	45.5	46.2	44.5	70.5	78.2	60.9
June 1.....	44.3	44.7	43.9	70.3	77.5	61.4
July 1.....	44.3	45.0	43.3	70.1	77.0	61.2
Aug. 1.....	44.3	44.7	43.7	69.5	76.9	60.7
Sept. 1.....	44.1	44.2	44.0	69.2	76.5	60.9
Oct. 1.....	44.7	45.0	44.5	67.8	75.4	60.4
Nov. 1.....	44.9	45.3	44.6	67.5	74.8	60.6
Dec. 1.....	44.8	44.9	44.6	67.0	74.0	60.6
*Jan. 1, 1946.....	38.2	37.6	38.8	67.8	74.6	61.7

* The averages at January 1 of 1945 and 1946, and April 1, 1945, were affected by the time lost during the year-end and the Easter holidays, respectively

Average Hourly Earnings.—The hourly earnings in manufacturing in the week ending January 1 averaged 67.8 cents, as compared with 67.0 in the week of December 1, 1945, and 70.0 in the week of January 1, 1945. As already stated, the reemployment of many of the workers in the automobile industries who had been on strike from September 12 to December 21, or had been laid-off as a result of the dispute, was one of several factors contributing to the increase in the month in manufacturing as a whole, and in the durable manufactured goods industries. Another and more important reason for the higher figure was the fact that in the latter group, the reduction in employment at January 1 amounted to 1.5 per cent, whereas the loss in the non-durable manufactured goods industries, in which earnings are generally lower, was 4.4 per cent.

In the last 12 months, the average earnings in manufacturing as a whole have declined by 2.2 cents per hour; in the heavy manufactured goods group there has been a falling-off of 2.5 cents in the rate, but that in the light manufactured goods has advanced by two-fifths of a cent per hour.

Average Weekly Wages.—Information on man-hours and hourly earnings is not available for all classes of wage-earners, but only for those who are paid by the hour, a restriction which also results in the exclusion of salaried personnel from these statistics. Among the classes of wage-earners frequently excluded for lack of accurate records of the hours actually worked are piece-workers in some, but not all establishments, route-drivers, delivery men, etc.; in many cases, employers state that the earnings of their wage-earners paid at other than hourly-rates exceed those of their hourly-rated personnel. In most industries, the wage-

earners for whom statistics are given in the present report constitute important proportions of the total employees of the co-operating firms. Thus at January 1, the wage-earners for whom data on man-hours and hourly earnings were available made up 74.4 per cent of the total number of persons of all categories on the staffs of the manufacturers furnishing monthly statistics on employment and payrolls at the same date; in the heavy manufactured goods industries, the proportion was 76 per cent and that in the light manufactured goods division, 72.9 per cent.

Non-Manufacturing Industries

In many of the non-manufacturing industries, comparatively few of the workers are employed at hourly rates, with the result that accurate records of hours worked are not available. The representation of the non-manufacturing industries in the monthly statistics of man-hours and hourly earnings is accordingly much smaller than that in manufacturing. At a later date, however, it is hoped that the representation in several important industries will be extended, permitting the publication of monthly figures for such groups.

In mining, the hours worked in the week at January 1 averaged 40.7, showing a decrease as compared with the week of December 1, when a mean 44.3 hours had been indicated; the latest average was nevertheless higher than that of 39 hours in the week of January 1, 1945. The average hourly earnings rose from 85.3 cents at December 1, and also at January 1, 1945, to 85.9 cents in the period under review. Building contractors reported a reduction in the number of hours worked by their wage-earners, but the hourly rate slightly increased

probably due to retention of the more highly-skilled employees in a period of seasonal curtailment of operations. In the highway group, the average hours worked were rather greater

than in the preceding period of observation, coinciding with the mean indicated at January 1, 1945, when the average hourly rate was also the same, at 64.6 cents.

Report on Employment Conditions, February, 1946

The following report covering the employment situation for the past month has been prepared by the Research and Statistics Branch, Department of Labour, in co-operation with the Employment Service, Unemployment Insurance Commission. The first section of the report deals with the Canadian labour market by occupational groups, while the second section gives a more detailed analysis of employment conditions by regions.

THE low level of demand and the accelerated rate of demobilization during the last few months has resulted in a steady accumulation of unplaced applicants.¹ During February, the supply of available labour increased by approximately 36,000 to total 256,051 at February 21. On the other hand, the number of unfilled vacancies² reported, exclusive of agriculture, dropped from 82,721 to 75,890 during the four weeks ended February 21. If the demand for woods workers is excluded, however, labour requirements rose slightly during the period. Further increases may be expected shortly as the end of February normally represents the seasonal low in labour demand. At February 23, 1945, the comparative reporting date a year ago, the demand for workers, totalling 121,247 was still considerably more than the available labour supply (\$9,300). Table I shows labour demand and supply by main occupational group and by sex, as at February 21, 1946. Table II presents a monthly comparison of total labour demand and supply.

A review of the manpower needs, classified by industry, reveals that the decline apparent during the four weeks ended February 21 was due largely to the reduced demands of the logging industry. The decrease was particularly pronounced in the Quebec Region. On the other hand, there has been an increase in the demand for women in the trade, finance, and service group as employers are placing their orders early in anticipation of increased

seasonal activity. The labour needs of the transportation industry rose slightly during February due mainly to the augmented labour requirements in Quebec. Table III shows unfilled vacancies classified by main industry group and by sex, as at February 21, 1946, with absolute and percentage changes in total demand during the last month.

Clerical Workers

At February 21, there were 22,858 applicants seeking clerical work and only 5,626 vacancies on file in employment offices. There were approximately twice as many female applicants as the number of employment opportunities available (4,282), while the supply of male clerical workers totalled 12,995 as compared with the demand for 1,344. During February, demand rose slightly, but this was more than offset by a substantial increase in the number of applicants seeking this type of work. Placement of clerical workers has been hampered considerably by the fact that many employers are requesting young single girls and offering comparatively low wages. A shortage of qualified and experienced stenographers persists with many of the available applicants unable to meet the exacting standards now specified. At February 21, there were 2,418 female stenographers and typists required across Canada with the available labour supply totalling 2,222; demand was concentrated mainly in Ontario and Quebec while a surplus supply of stenographers and typists was reported in the Prairie and Pacific Regions.

Sales Workers

A surplus of sales workers persists but some alleviation can be expected when the supply of consumer goods increases. At February 21, there were 4,055 vacancies reported while the number of unplaced applicants totalled 14,342. The situation was particularly acute for female workers, with demand less than one-quarter the available supply. Many of the employment opportunities for male workers are on a commission basis and applicants, generally, are not interested in this type of work.

¹ *Unplaced Applicants* are the number of Unreferred Applicants plus Unconfirmed Referrals. *Unreferred Applicants* are those who have not been referred to specific jobs as at the date indicated. *Unconfirmed Referrals* are applicants who have been referred but whose placement has not been confirmed.

² *Unfilled Vacancies* are the number of unfilled jobs on file in employment offices as at the date indicated.

Service Workers

Although the overall supply of service workers was greater than the demand at February 21, a shortage of female workers continues. The persistent demand for domestic servants accounts for this situation. The growth of the Home Aide courses across the Dominion is helping to alleviate this shortage but employment offices are experiencing difficulty in interesting applicants in the project. At February 21, there were 6,694 applicants to meet the demand for 8,568 female service workers; 43 per cent of this demand was for domestic servants. Although the need for waitresses, cooks, and kitchen workers is approximately equal to the available supply, a surplus of these workers is reported in the Quebec Region while a shortage continues in Ontario. The low wage rates together with the lack of housing accommodation, however, does not warrant any large scale transfer of workers at this time.

Skilled and Semi-skilled Workers

During February, the number of applicants classified as skilled or semi-skilled workers maintained a steadily upward trend while the number of vacancies showed a further decline. At February 21, there were 89,093 unplaced applicants registered as skilled or semi-skilled workers which is 12,946 more than four weeks earlier. Demand, on the other hand, dropped from 45,581 at January 24 to 37,116 at February 21. It is significant that more than half the vacancies are for woods workers but many applicants, especially ex-servicemen, are reluctant to accept this type of employment. Difficulty is encountered in the placing of suitable applicants, particularly in the mines, due to the lack of housing

accommodation. Some of the unplaced applicants are elderly while others do not possess the experience or skills now required by employers. With the upswing of activity in the spring, a considerable improvement should be evident in the unemployment situation among experienced workers.

Textile Workers—Textile mills, generally, are better supplied with labour than during the war years but there are still vacancies for both skilled and unskilled workers. At February 21, there were 1,118 vacancies for men and 6,974 for women while 3,514 unplaced textile workers were registered in National Employment Service offices. While more than half the demand is for sewing machine operators, there is still an urgent need for spinners, twisters, and weavers. In some areas, placement of suitable applicants is hindered by the lack of housing accommodation and the comparatively low wages offered.

Loggers—Woods operators, on the whole, have been fairly well supplied with labour, but some areas still report a shortage of experienced bushworkers. There is, moreover, a considerable supply of unskilled labour that could be placed if there were more skilled workers available. Operations in the Prairie and Pacific Regions have been hampered by adverse weather conditions while in other areas new orders have been placed in an effort to complete the winter's work before the spring break-up. Cutting and hauling are progressing favourably in most areas and indications are that this year's cut will be well above wartime levels. Vacancies on file in employment offices at February 21 totalled 15,610, which is approximately 8,000 fewer than one month earlier. More than half the demand was reported by

TABLE I—UNFILLED VACANCIES AND UNPLACED APPLICANTS BY OCCUPATION AND BY SEX,
AS AT FEBRUARY 21, 1946
(excluding Agriculture)

Occupational Group	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,359	504	1,863	7,011	779	7,790
Clerical Workers.....	1,844	4,282	5,026	12,995	9,863	22,858
Sales Workers.....	2,589	1,466	4,055	8,032	6,309	14,342
Service Workers.....	1,706	8,568	10,274	10,095	6,694	16,789
Fishermen.....	85	.....	.....	.....	.....	485
Skilled and Semiskilled Workers.....	27,281	9,835	37,116	80,079	9,014	89,093
Food and Kindred Products.....	256	.....	256	1,256	.....	1,256
Textile and Clothing, etc.....	1,118	6,974	8,092	913	2,601	3,514
Lumber and Wood Products.....	15,610	.....	15,610	3,251	.....	3,251
Electrical.....	209	.....	209	2,858	.....	2,858
Mining.....	1,522	.....	1,522	766	.....	766
Construction.....	2,233	.....	2,233	16,641	.....	16,641
Metalworking.....	1,750	190	1,940	19,233	1,966	21,199
Other Skilled and Semiskilled Workers.....	4,583	2,671	7,254	35,161	4,447	39,608
Unskilled Workers.....	9,619	7,252	16,871	90,123	14,570	104,693
Total.....	43,983	31,907	75,890	208,822	47,229	256,051

the Quebec Region but the supply of workers in this region numbered only 539.

Miners—Demand for miners at present is limited mainly to skilled workers. Muckers and drillers are in short supply but many of the applicants are unable to meet the exacting physical requirements. The shortage of certificated coal miners persists but some

improvement is expected as more ex-service-men return to the mines. At February 21, there were 1,522 vacancies for miners and 766 applicants registered. In practically all mining areas, the lack of housing accommodation is a deterrent factor in the placement of suitable applicants. While the labour situation in the mines is fairly satisfactory now, a sub-

TABLE II—UNFILLED VACANCIES AND UNPLACED APPLICANTS BY MONTH

(excluding Agriculture)

Date	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
Feb. 18, 1944.....	90,079	43,750	133,829	42,037	26,991	69,028
Feb. 23, 1945.....	81,070	40,177	121,247	55,713	33,587	89,300
Mar. 23.....	89,351	42,915	132,266	54,049	29,011	83,060
Apr. 20.....	127,370	51,969	179,339	51,560	26,555	78,115
May 25.....	121,046	51,811	172,857	44,971	24,384	69,355
June 22.....	117,886	45,775	163,661	53,170	23,101	76,271
July 20.....	114,067	39,808	153,875	56,005	22,746	78,751
Aug. 24.....	108,013	43,153	151,166	60,121	23,058	83,179
Sept. 21.....	112,428	41,276	153,704	92,411	30,602	123,013
Oct. 19.....	104,556	32,250	136,806	106,085	34,062	140,147
Nov. 23.....	72,236	28,968	101,204	134,238	37,830	172,068
Dec. 21.....	53,515	26,026	79,541	150,583	34,691	185,274
Jan. 24, 1946.....	52,717	30,004	82,721	177,519	42,940	220,459
Feb. 21.....	43,983	31,907	75,890	208,822	47,229	256,051

TABLE III—UNFILLED VACANCIES BY INDUSTRY AND BY SEX, AS AT FEBRUARY 21, 1946

(excluding Agriculture)

Industry	Male	Female	Total	Change from January 24, 1946	
				Absolute	Percentage
Logging—					
Pulpwood.....	10,984	11	10,995	-6,466	-37.0
Lumber.....	3,167	13	3,180	-2,092	-39.7
Other Logging.....	870	2	872	+61	+7.5
Total.....	15,021	26	15,047	-8,497	-36.1
Mining and Manufacturing—					
Coal Mining.....	1,129	2	1,131	-127	-10.1
Base Metal Mining and Primary Smelting and Refining—					
Iron and Steel.....	129	14	143	+14	+10.9
Nickel.....	6	2	8	-5	-38.5
Other Base Metals.....	387	7	394	-153	-28.6
Other Mining and Oil Producing.....	941	16	957	-118	-11.0
Aircraft and Parts.....	135	142	277	+39	+16.4
Shipbuilding and Repairs.....	291	5	296	-109	-26.9
Guns and Ammunition.....	130	56	186	+69	+59.0
Mechanical Transport and Armoured Fighting Vehicles.....	179	43	222	-39	-14.9
Secondary Metal Industries (excluding Machinery and Equipment)	1,124	403	1,527	+55	+3.7
Electrical Machinery and Equipment.....	249	540	789	+219	+38.4
Other Machinery and Equipment.....	789	190	979	-57	-5.5
Chemicals and Non-Metallics.....	753	645	1,398	+140	+11.1
Food Processing.....	703	857	1,560	-171	-9.9
Textiles and Products.....	1,744	9,255	10,999	+384	+3.6
Wood Products.....	1,856	231	2,087	-297	-12.5
Pulp and Paper.....	855	355	1,210	+5	+0.4
Rubber and Leather.....	495	1,929	2,424	+51	+2.1
Other Manufacturing.....	1,039	1,549	2,588	-293	-10.2
Total.....	12,934	16,241	29,175	-398	-1.3
Construction.....	3,151	50	3,201	-252	-7.3
Transportation.....	2,362	101	2,463	+396	+19.2
Other Public Utilities.....	420	465	885	-34	-3.7
Public and Professional Service.....	1,704	2,292	3,996	+433	+12.3
Trade, Finance and Other Service.....	7,780	12,393	20,173	+471	+2.4
Grand Total.....	43,372	31,568	74,940	-7,876	-9.5

stantial increase in demand can be expected with the seasonal upswing in prospecting and development work.

Construction Workers—The need for construction workers remains at a low level due to the seasonal slackening in activity and the shortage of building materials. More than 16,600 construction workers were registered as unplaced applicants at February 21 and there were only 2,233 vacancies on file in employment offices. The supply of all types of tradesmen exceeds the demand with the exception of bricklayers. Some areas report the need for experienced carpenters and plasterers, but orders are difficult to fill due to the fact that applicants do not possess the necessary skills.

Metalworkers—The supply of metalworkers far exceeds the demand. At February 21, there were 19,233 male and 1,966 female metalworkers registered as unplaced applicants while demand totalled only 1,940. The shortage of experienced moulders and core-makers continues and many orders have been placed in clearance. In Ontario, a campaign has been instituted to recruit foundrymen but most employers stipulate that applicants must be experienced. Women applicants are being

encouraged to accept service work but they are still showing some reluctance. As industry swings into full peacetime production and Canada's export markets expand, many of these skilled metalworkers will be absorbed.

Unskilled Workers

Approximately 40 per cent of the unplaced applicants at February 21 were classified as unskilled labour. Employment opportunities for this type of worker, however, continue at a low level. At the February date, unplaced applicants totalled 104,693 while unfilled vacancies numbered only 16,871; large surpluses were reported in the Quebec and Ontario regions. The lack of skilled labour in many industries is seriously curtailing the number of unskilled workers that can be effectively used. The "on-the-job" training plan for ex-servicemen should relieve this situation considerably. With the seasonal expansion of the construction and transportation industries many unskilled workers presently unemployed will be more easily placed. Similarly, an increased number of heavy labourers will be required in the mining industry as prospecting and development projects get underway.

Regional Analysis

The Regional Analysis which follows is based on semi-monthly reports received from Local Employment Offices across Canada. The report covers employment conditions during the month ended February 22, 1946.

Maritime Region

Woods Operations.—Over-all vacancies for bushworkers, which remained steady during the early part of the month, have dropped more than 50 per cent in the last fortnight, although new orders are being placed from week to week by operators trying to complete the winter's work before the spring break-up. The demand for experienced choppers still exceeds the supply, and larger orders for teamsters and yard labourers are expected as the season advances.

The largest Nova Scotian company recently cancelled orders for more than 100 choppers to work in three of its operations, but placed other orders for 50 labourers for loading, piling and general woodwork.

Urgent demands in the Sussex area have been partly met through clearance orders, and many bushmen have been transferred from camps where cutting is completed to others in the same locality which are undermanned. Heavy snows have forced some

contractors in northern New Brunswick to close their camps, and many men who are leaving the woods are unlikely to accept other employment until the spring drive commences.

Coal Mining.—Improvement in the labour situation of the Cape Breton coal fields is reflected in increased coal production. While only fully qualified miners are now in demand, former employees returning from the armed forces are being reinstated. Vacancies for approximately 325 certificated men in the Sydney area will be filled gradually as examiners receive their discharge.

Collieries on the Nova Scotia mainland are operating steadily, with full crews; absenteeism presents the chief problem. Production in the Minto area is seriously hampered by a shortage of 76 miners with New Brunswick certificates to work at the mine shaft. Heavy frost and a scarcity of repair parts have reduced stripping operations to a minimum, creating a surplus of mine labourers in the district.

Manufacturing.—The opening of the winter port season has brought greater activity in shipping and trade at Halifax. The local shipyards have enough contracts on hand to maintain their present staff of 2,100 men for some time to come, and may soon increase

their demand for skilled and semi-skilled workers.

One Liverpool shipbuilding firm, which has been laying off staff as its contracts reach completion, has met its need for steel workers by the transfer of these tradesmen from Pictou. The shipyards at Mahone Bay, which have gradually reduced their payroll to 90 persons, have tendered for the manufacture of pre-fabricated houses.

The labour situation in Maritime heavy industries is generally satisfactory. The car shops at New Glasgow are busy with the completion of their C.N.R. order and will soon swing into full production on foreign contracts. The foundry of the New Glasgow steel plant is working to capacity and that at Sydney has maintained its full wartime working force.

Annapolis Valley food-processing plants are still operating, and one factory re-opening at the end of the month will require the services of 160 women. Fish-packing plants, which will not open until April 1, are planning expansion which will necessitate the hiring of more girls than in previous seasons. Satisfactory response has been obtained to clearance orders for textile workers, especially in the Truro area. As soon as adequate housing is available, the shortage of women workers for the mills should be easily overcome.

Construction.—The shortage of building materials still retards new construction and repair work in some sections. Work on Veterans' Housing projects is suspended at Charlottetown and Sydney, and contractors in Amherst are similarly handicapped. However, the Health Centre at South Bay, N.B., and homes for veterans in Falmouth, N.S., are showing progress.

Ex-Servicemen.—While discharges mount steadily, job opportunities are fewer and placements are becoming more difficult. Many ex-service personnel are applying for vocational and skilled training.

Quebec Region

Woods Operations.—The publicity campaign for more bushmen has met with fair success, and in spite of the general exodus from the logging camps customary at the end of the cutting season, orders throughout the province have dropped to the 9,000 mark. Where emergency shortages of labour arise, they can be met by the transfer of men from districts where cutting has been concluded.

On the North Shore, the Matane office has outstanding orders for 882 woodsmen, chiefly teamsters and cutters. An epidemic of influenza raised the requirements of Rimouski con-

tractors over 700, but the release of about 500 bushmen by one company at the beginning of March should enable other employers to bring their crews up to strength.

In the Lake St. John section, one large company is calling for an additional 600 men, who are being transferred from other operations. Approximately 3,600 loggers are working in the Chicoutimi camps. One Baie St. Paul company, which will continue cutting operations throughout the summer, will engage all the woodworkers available. Only 300 more bushmen are needed in the LaTuque district.

Hard Rock Mining.—A number of clearance orders for muckers and drillers are being circulated in the Montreal area but these are hard to fill. The persisting shortage of mining labour is due chiefly to the lack of adequate living accommodation, and the building of bunkhouses is being considered as a solution to the problem.

Strikes in the United States have forced the asbestos mines of Quebec to reduce their operations to a 40-hour week. This temporary slow-down is affecting some 1,300 workmen.

Manufacturing.—Shortage of materials and continuing labour disturbances in the United States are hampering reconversion plans of various industries in the province. Several companies are still affected by the recently ended American steel strike. Sorel Industries, which lost a contract as a direct result of the steel shortage, has been forced to release 180 employees for an indefinite period. Three large plants at Shawinigan Falls have also been slowed down, and other local establishments face temporary lay-offs. A change-over in operations of Canada Car and Foundry's Montreal plant has necessitated a two-week release of staff. However, the company has ample orders on hand, and no permanent reduction in payroll is anticipated.

Despite an acute shortage of skilled moulders, Quebec foundries are still very busy. There are other encouraging developments in the employment situation. Another potroom at the Chicoutimi aluminum plant resumed operations on February 9, and 150 experienced employees with seniority rights were recalled. Machinery is being installed in the new building of the resins plant at Shawinigan Falls, and the company are ready to hire 50 men with veteran's preference.

The sale of the D.I.L. plant at Valleyfield to Canadian Arsenals Limited has resulted in the transfer of 160 employees. As the staff of the St. Malo arsenal (recently sold to a Quebec syndicate) has been absorbed at the Valcartier arsenal, no lay-off is expected. Only one aircraft plant in Montreal shows signs of activity at this time; the peak of re-hiring

has been reached, and the present payroll exceeds 5,000. The shortage of male and female workers for textile mills, clothing factories, footwear and rubber plants, and kindred industries persist throughout the province. In Montreal, Three Rivers, and through the industrial Eastern Townships, this lack of experienced tradespeople and trainees is handicapping production seriously.

Construction.—Shortage of building materials is causing the steady decline of residential and commercial building throughout the region and almost all local offices report construction tradesmen and labourers registered for work and for unemployment insurance benefits. Only bricklayers and plasterers are in demand at present, but work on municipal and highway projects, as well as construction planned for spring, is expected to absorb much of the surplus labour when the season opens.

Ex-Servicemen.—Reinstatements are again increasing but the development of new training-on-the-job opportunities is meeting with little success as yet. Requests for training courses under the Canadian Vocational Training plan are mounting steadily; schools are filled to capacity and many applicants have to wait several months for admission. Canada's first Hotel Management and Catering College has started its inaugural 16-week course for ex-servicemen at St. Paul l'Ermite. More than 140 applicants were accepted, and the catering trade of the province is prepared to place all graduates of the first course.

Ontario Region

Woods Operations.—Timber cutting is ended, and if favourable weather continues there will be no difficulty in completing the sleigh haul, now in full swing. This season's output of saw logs has been very encouraging, and pulpwood production has been well above the wartime level. The response to the 1946 appeal for woods workers has been satisfactory; approximately 2,000 men were sent to the logging camps in the course of one month, and local offices are still pressing recruiting to the utmost.

The Toronto offices has orders on hand for 800 experienced and inexperienced bushmen. The Sault Ste. Marie office also is calling for woods labour of all types, and another thousand loggers could be used in the Timmins area.

Hard Rock Mining.—The producing gold mines are not only increasing their output but have begun extensive development which will call for many skilled and unskilled workers in the spring. The Toronto office is able to meet all orders except those for

diamond drillers. Twenty experienced machine runners are needed immediately in the Kirkland Lake area. Operators in the gold fields are hiring only ex-servicemen as beginners, until after the last of the troops have returned from overseas. It is expected that in April there will be increased activity in the Cobalt silver mines, with an accompanying demand for underground labour.

Manufacturing.—Normal labour activity in Ontario's heavy industries is contingent on the regularity of deliveries from the United States, where the widespread steel strike was terminated only recently. Throughout the dispute, production was well maintained in Brantford factories, and despite the depletion of stocks no extensive lay-offs occurred. One producer of automobile parts in St. Catharines has already re-opened, recalling more than 400 employees.

Elsewhere in the province, the aftermath of the steel strike is proving more serious. During the last week the Ford Company of Windsor laid off 7,000 workers for an indefinite period. The Steel Company of Canada has laid off 180 workers from its Hamilton plant for a week, and the Holmes Foundry Company of Sarnia has been forced to a temporary staff reduction of 300 men. Various Toronto companies also are reducing their payrolls because of the lack of materials.

The cancellation of government contracts has resulted in the release of 350 to 400 skilled and unskilled workers from several Hamilton plants; these lay-offs, while probably of short duration, have aggravated the local unemployment situation. The completion of various seasonal projects has resulted in the release of approximately 100 persons in the Cornwall area. In other parts of the region, too, there have been staff reductions.

The staffs of gray iron and malleable foundries are steadily expanding. One new establishment at Brantford has added about 400 workers to its payroll since last September. The regional office is carrying on a campaign for experienced foundrymen, which has resulted in 1,350 special interviews and 289 referrals to date. There are outstanding orders for 150 moulders throughout the province.

While the labour situation of the textile mills, clothing factories, and kindred industries has improved somewhat, there are still numerous vacancies for male and female workers, both skilled and inexperienced. Most of the 400 girls urgently needed in Galt are for the local textile plants, and about 200 inexperienced women could also be placed in footwear, pants, and clothes manufacturing establishments in the Trenton area. In New

Toronto there are more than 100 vacancies for female factory workers, which are increasingly difficult to fill. Brampton, Brantford, Cornwall, Dunnville, Guelph, St. Catharines and Stratford share in the pressing demand both for skilled workers and trainees.

Construction.—There is still a brisk demand for bricklayers in all parts of Ontario, and present needs are set at 220. The most pressing calls come from Hamilton, Toronto, Kingston, and Ottawa, where there is a less urgent demand for experienced plumbers, steamfitters, plasterers, and tilers. Building contracts recently awarded and tenders now being called indicate that much commercial and public construction is planned for the season ahead.

Ex-servicemen.—Discharges from the armed forces are increasing steadily, while opportunities for employment are declining. The falling off in job openings in most sections is attributed largely to the effect on Canadian industries of the general labour trouble in the United States. However, employers everywhere are giving preference to ex-servicemen whenever possible.

Prairie Region

Woods Operations.—Heavy snow has seriously retarded cutting operations during the last month and some local offices report that men are leaving the bush in steadily increasing numbers. Hauling operations are progressing satisfactorily for the most part.

Many loggers are still needed in northwestern Ontario, particularly in the Lakehead zone. The Port Arthur office has unfilled orders for about 680 pulputters, and many more will be needed if prisoners of war are removed. Teamsters and loaders are easily found. The Fort William office, too, has many unfilled orders for general bushworkers, despite a fair increase in placements.

Loggers and prop cutters, buckers and swamper are still needed in the Blairmore district. Roads which were closed earlier in the month by the heavy snow in the mountains are now open for transportation from the bush to mines and sawmills, and contractors are rushing out materials. While the Edmonton office has sent 400 men to woods operations since February 1, the labour turnover has been fairly heavy. Every type of bush and sawmill worker is needed in the Dawson Creek area.

Coal Mining.—Certificated miners are in continuing demand in the local office areas of Blairmore, Drumheller, Red Deer, Edmonton, and Edson, but in all these localities the lack of housing is a problem. Many ex-

servicemen are returning to the collieries, but as yet few former miners on discharge leave have come back.

Hard Rock Mining.—As spring approaches, there is greater activity in the mining fields of northwestern Ontario. Prospecting and development work are in progress throughout the district, and diamond drill crews are in demand. Lack of housing is still the greatest handicap to placements in the Geraldton-Beardmore area. One mining company in the Port Arthur district is initiating an employee-training program, under which men will not only gain practical experience but also the knowledge necessary to qualify for supervisory work later. The Winnipeg office reports that most operators will hire only experienced miners and machine runners. Companies at The Pas are steadily expanding their staffs, in order to build permanent crews.

Manufacturing.—There has been little change in the general industrial employment picture, and most factories throughout the Prairies are adequately staffed to meet current production. Heavy snows, curtailing the shipment of cattle and hogs to the packinghouses, have resulted in numerous lay-offs. More than 70 employees have been released from the Moose Jaw plant of the Canadian Packing Company and there has also been a small reduction of staff in Saskatoon. The Swift Canadian Company laid off 40 men in Edmonton recently. Although other tradesmen are being released gradually as the Port Arthur shipyards complete their contracts, moulders and pattern makers are still in demand. The Port Arthur office has heavy orders for labourers from out-of-town pulp and paper mills. These mills are reinstating ex-servicemen, as are the flour mills in Kenora and Saskatoon. The Lethbridge sugar mills have completed their run and released many workers.

Some textile mills in the Winnipeg area are asking that their orders be deferred, because of the shortage of materials, but others are calling both for experienced workers and trainees. Local orders for fish and pickle packers are difficult to fill.

Construction.—Greater activity is expected in all parts of the Prairies as soon as the weather moderates. In the meantime small lay-offs of tradesmen and labourers are taking place from time to time and there is a surplus of construction workers in almost every area. One construction company which recently released 40 skilled men and labourers from its Wartime Housing project in Calgary, has started to re-hire some of those laid off in Moose Jaw last fall. Highly qualified tradesmen in several classifications are in demand.

Ex-Servicemen.—The increase in the number of unemployed ex-servicemen registered is attributed in part to the fact that many are applying for out-of-work allowances. However, reinstatements are proceeding at a satisfactory rate, and there is a marked increase in the interest shown by veterans in the various training programs offered, as well as a greater number qualifying for such training.

Pacific Region

Woods Operations.—Heavy snows have hampered bushwork in the higher coastal levels of British Columbia and in the interior of the province. However, despite the forced curtailment of operations on the higher levels, the shortage of skilled loggers is gradually becoming more serious; many unskilled bushmen could be placed if more trained workers were available.

Although many camps in the Kootenay, Okanagan and Prince George areas have been forced to close, releasing some hundreds of loggers, orders for woodsmen in other operations are being placed daily, and are being easily filled by local applicants.

Tree planting has been started in the Pacific Coast area and will continue for about two months, dependent on the weather. The British Columbia Forestry Service and private operators hope to plant approximately 17,000,000 trees this year. Orders for labour for this enterprise have been placed with the Victoria and Courtenay offices and more will follow. While there are enough unemployed men registered to meet requirements, many of them are unwilling to leave home.

Sawmills.—The log shortage resulting from heavy snow and poor towing conditions has forced some mills on the lower mainland to reduce their operations to a 40-hour week. In Vancouver, where this schedule is general, there are many applicants for mill work, but few vacancies. One large mill in Victoria has re-opened after a two-month shutdown; as yet, only the former staff has been recalled, but replacements will be needed for men who have taken jobs elsewhere in the interval.

While there are definite signs of improvement in the employment situation in the New Westminster area, local applicants are sufficient to meet the increasing demand. The recent re-opening of the Hammond Cedar Company's mills after a lengthy shutdown has resulted in the re-engaging of 300 to 400 men, and the company hopes to resume a second shift in the near future. Another local mill has hired 100 men in the last two weeks, and continues to absorb applicants.

Coal Mining.—The shortage of certificated miners persists in all but the Telkwa coal

fields. Few applicants are available, and orders remain unfilled at Fernie, Courtenay, and Nanaimo. The return of ex-coal miners from the armed forces is relieving the acute situation somewhat.

Hard Rock Mining.—The demand for labour remains fairly constant, but not acute. Miners are being placed steadily, but existing conditions at various properties control the speed with which experienced men can be employed to advantage. However, the shortage of skilled miners is retarding production at many operations. Renewed activity in the placer mines of northern British Columbia is expected to absorb many less experienced men.

Manufacturing.—The general industrial employment situation showed little change during the last month. Although a slightly increased demand for semi-skilled and unskilled labour has absorbed a few shipbuilding workers in the Vancouver area, there is still widespread unemployment in the industry. The Victoria shipyards are quiet, but there is some demand for casual labour on jobs of a few days' duration, and highly skilled finishing carpenters can always be placed in the small local yards, which are working full time. Nanaimo shipyards are beginning to reduce their staff of skilled men as the last minesweeper is completed, and lay-offs from the Prince Rupert yards have continued throughout the month.

Following the cancellation of foreign orders, the Heaps Engineering Works of New Westminster has laid off most of its temporary employees and a large number of permanent workers. Only immediate demands in the city are for a few skilled tradesmen. However, the recent purchase of the Canadian Pacific Airlines building by a company manufacturing pre-fabricated houses, promises employment to more than 1,000 persons when reconversion is completed.

Construction.—Lack of materials and adverse weather conditions still hamper construction in all parts of the province. Skilled carpenters of every type are needed in Vancouver, and in Victoria the demand for carpenters, plumbers, and labourers has risen somewhat. Sixty per cent of the carpenters registered for employment in British Columbia are men over 50 years of age, of whom the greater number are more than 60 years old; as a rule these men are interested only in finishing work.

In the interior, there have been extensive lay-offs from Wartime Housing projects at Penticton, and Veterans' Housing work at Vernon has been seriously handicapped by shortage of materials. Highway construction has been halted by heavy snows, and the Campbell-Mannix companies have laid off 130

labourers, who will probably resume work in April.

Ex-Servicemen.—Applications for employment during January remained stationary around the 14,000 mark. While fair progress in placements is being made, limited job

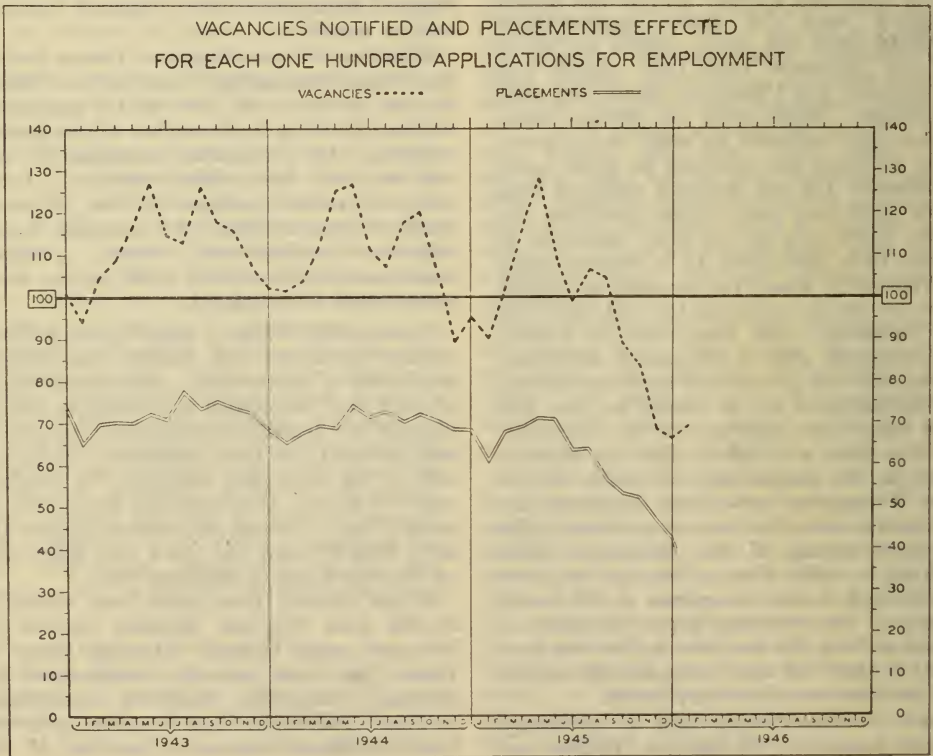
openings make it difficult to place many registrants in suitable positions. Many ex-service women are returning to their former employment or finding their own jobs, while others are taking advantage of educational or vocational training opportunities.

Applications for Employment; Vacancies and Placements: January, 1946

REPORTS received from the National Employment Service Offices of the Unemployment Insurance Commission during the five-week period December 28, 1945 to January 31, 1946, showed a decrease of 26.5 per cent in business transacted when compared with the preceding four weeks November 30 to December 27, 1945 and a loss of 56.8 per cent in comparison with the five weeks December 29, 1944 to February 1, 1945, this computation being based on the average number of placements recorded daily. Under the first comparison, all industrial divisions recorded losses, the most pronounced being moderate reductions in manufacturing, construction and trade. When compared with the five-week period ending February 1, 1945, except for a nominal increase in agriculture all industrial

divisions recorded decreases the most noteworthy being a substantial loss in manufacturing, and moderate declines in forestry and logging, services, trade and public utilities operation.

The accompanying chart shows the trend of employment since January, 1943, as represented by the ratios of vacancies notified and of placements effected for each 100 applications for work registered at Employment Service Offices throughout Canada. It will be seen from the graph that the curve of vacancies in relation to applications took an upward trend while that of placements followed a downward course. The ratio of vacancies to each 100 applications was 69.3 during the five weeks ending January 31, 1946, in contrast with 66.4 during the previous four weeks,



and 90.3 during the five weeks December 29, 1944 to February 1, 1945. The ratio of placements to each 100 applications was 31.3 as compared with 42.4 in the preceding period and 60.8 during the five weeks ending February 1, a year ago.

The average number of vacancies reported daily by employers to the offices of the Commission throughout Canada during the period under review was 4,979 compared with 4,795 during the preceding four weeks and 7,757 in the five weeks ending February 1, 1945. The average number of applications for employment received daily by the offices during the period ending January 31 was 7,184 in comparison with 7,220 in the previous four weeks and 8,594 in the corresponding five weeks, a year ago. The average number of placements made daily by the offices during the five week period ending January 31, 1946, was 2,254 of which 2,057 were in regular employment and 197 in work of one week's duration or less, as compared with a total daily average of 3,067 during the previous four weeks. Placements in the five weeks ending February 1, 1945 averaged 5,224 daily, consisting of 5,081 in regular and 143 in casual employment.

During the period December 28, 1945 to January 31, 1946, the offices of the Commission referred 99,621 persons to vacancies and effected a total of 65,374 placements. Of these the placements in regular employment were 59,649 of which 44,885 were of males and 14,764 of females while casual placements totalled 5,725. The number of vacancies reported by employers was 96,293 for males and 48,108 for females, a total of 144,401, and applications for work totalled 208,346 of which 155,801 were from males and 52,545 from females. Reports for the four weeks ending December 27, 1945, showed 110,275 positions available, 166,070 applications made and 70,547 placements effected, while from December, 29, 1944 to February 1, 1945 there were 224,962 vacancies, 249,213 applications made and 151,490 placements in regular and casual employment.

The following table gives the placements effected by employment offices, each year, from January 1936, to date:—

Year	PLACEMENTS		
	Regular	Casual	Totals
1936.....	217,931	113,519	331,450
1937.....	275,300	114,236	389,536
1938.....	256,134	126,161	382,295
1939.....	242,962	141,920	384,882
1940.....	320,090	155,016	475,106
1941.....	316,168	191,595	507,763
1942.....	809,983	85,638	895,621
1943.....	1,890,408	53,618	1,944,026
1944.....	1,693,119	46,798	1,739,917
1945.....	1,445,692	47,889	1,493,581
1946 (5 weeks).....	59,649	5,725	65,374

Prince Edward Island and Nova Scotia

During the five weeks ending January 31, 1946, the daily average of positions offered through National Employment Service Offices in Nova Scotia and Prince Edward Island was 171, in contrast with 214 in the previous period and 258 during the five weeks ending February 1, 1945. The average number of placements effected daily was 96 during the period under review, in comparison with 139 in the preceding four weeks and 201 during the period terminating February 1 last year. A large decrease in manufacturing together with losses much smaller in volume in services, public utilities operations, trade and construction was responsible for the decline in placements from the five weeks ending February 1 a year ago. Placements by industrial groups included: manufacturing 812; services 663; trade 293; public utilities operation 340; forestry and logging 242, and construction 185. There were 1,758 men and 903 women placed in regular employment.

New Brunswick

Orders received at Employment Offices in New Brunswick during the period under review, called for an average of 149 workers daily in comparison with 166 during the four weeks November 30 to December 27, 1945, and 274 in the period terminating February 1 last year. Placements, likewise, were fewer under both comparisons, the daily average being 66, as compared with 106 in the preceding four weeks and 163 during the period terminating February 1, 1945. Reductions in placements in manufacturing, forestry and logging, services, public utilities operation, trade and construction accounted for the decrease in placements from the five weeks ending February 1 a year ago. The declines in the remaining groups were of minor importance only. Placements by industries included: manufacturing 481; services 424; public utilities operation 291; construction 213; forestry and logging 212, and trade 186. Regular placements totalled 1,384 of men and 463 of women.

Quebec

Employment opportunities as indicated by orders received at Employment Offices in the province of Quebec during the period ending January 31, 1946, showed a daily average of 1,335 compared with 1,252 in the previous four weeks and 2,302 during the period ending February 1 last year. There was a daily average of 362 placements in contrast with 510 in the preceding four weeks and 1,392 during the period ending February 1 a year ago. When comparing placements with the five

weeks terminating February 1, 1945, all industrial divisions recorded declines. The most marked reductions were reported in manufacturing, and forestry and logging, followed by substantial losses in services, public utilities operation and trade, with decreases of much smaller proportions in construction, and finance and insurance. Industries in which employment was secured for more than 500 workers included: manufacturing 4,175; services 1,582; forestry and logging 1,412; construction 987; public utilities operation 816; trade 745 and mining 646. Placements in regular employment numbered 8,042 of men and 2,235 of women.

Ontario

There was an increase in the number of positions available daily at Employment Offices in Ontario during the five weeks terminating January 31, 1946, when compared with the period November 30 to December 27, 1945, but a decrease in comparison with the five weeks terminating February 1, 1945; the daily average being 2,050 during the period under review, 1,915 in the previous four weeks and 3,180 during the period ending February 1 last year. Placements decreased under both comparisons, the daily average being 977 during the five weeks under review, in contrast with 1,353 in the period ending December 27, 1945, and 2,230 during the five weeks terminating February 1 a year ago. The heavy reduction in placements from the period ending February 1, 1945, was chiefly attributable to a pronounced decrease in manufacturing supplemented by substantial losses in services, trade, public utilities operation, and forestry and logging. In addition, moderate declines were reported in finance and insurance, mining and construction. Industrial divisions in which most of the placements were effected were: manufacturing 11,252; services 6,494; trade 3,078; construction 2,209; public utilities operation 1,934; forestry and logging 1,908; mining 667 and finance and insurance 601. Regular placements totalled 20,026 of men and 6,578 of women.

Manitoba

The demand for workers on a daily average as indicated by orders listed at Employment Offices in Manitoba during the period ending January 31, 1946, was 247 as compared with 233 in the previous four weeks and 322 during the period ending February 1 a year ago. Placements registered a daily average of 145, in contrast with 186 in the four weeks November 30 to December 27, and 231 during the period ending February 1, 1945. With

the exception of small gains in construction, mining and agriculture placements were fewer in all industrial groups, than during the period ending February 1 last year. The largest reduction was in manufacturing followed by moderate declines in trade, services, public utilities operation, and forestry and logging. Placements by industries included: services 1,368; trade 859; manufacturing 815; public utilities operation 474; construction 249; forestry and logging 132, and mining 124. There were 1,808 men and 1,282 women placed in regular employment.

Saskatchewan

Positions offered through Employment Offices in Saskatchewan during the five weeks under review, averaged 130 daily compared with 132 in the preceding period and 172 during the five weeks terminating February 1, 1945. The average number of placements recorded daily was 67, in comparison with 98 in the previous four weeks and 128 during the period terminating February 1 a year ago. When comparing placements by industrial groups with the five weeks ending February 1 last year, the most significant changes were moderate losses in services, manufacturing, trade, public utilities operation, and forestry and logging. Changes in all other groups were small. Placements by industrial divisions included: services 915; trade 353; manufacturing 165; public utilities operation 158 and construction 143. Placements in regular employment numbered 992 of men and 588 of women.

Alberta

Orders listed at Employment Offices in Alberta during the period terminating January 31, 1946, called for a daily average of 266 workers, in contrast with 293 in the previous four weeks and 331 during the period terminating February 1 last year. There was a daily average of 162 placements compared with 219 in the preceding four weeks and 237 during the five weeks ending February 1, 1945. Placements under services, trade, manufacturing and public utilities operation were less numerous than those of the period ending February 1 a year ago, and accounted for the fairly substantial decrease for the province as a whole under this comparison. Industrial groups in which the majority of placements were effected were: services 1,424; manufacturing 763; forestry and logging 663; trade 513; public utilities operation 392; construction 376; mining 302 and agriculture 227. Regular placements totalled 3,067 of men and 932 of women.

REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS
 DECEMBER 28, 1945 TO JANUARY 31, 1946

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Prince Edward Island	501	176	1,153	562	415	1	1,575
Charlottetown.....	231	119	694	296	148	1	1,130
Summerside.....	270	57	464	266	267		445
Nova Scotia	4,466	2,778	8,064	3,583	2,246	113	10,942
Amherst.....	166	66	478	117	58		1,042
Bridgewater.....	34	30	261	23	15		386
Dartmouth.....	164	99	237	135	58	10	170
Digby.....	87	135	187	18	18		304
Glace Bay.....	65	138	392	107	87		820
Halifax.....	1,681	1,148	2,119	1,355	620	9	1,687
Inverness.....	23	1	158	23	21		169
Kentville.....	247	152	458	201	193		370
Liverpool.....	444	305	214	182	148		417
New Glasgow.....	512	56	1,019	476	396	38	1,769
New Waterford.....	20	211	134	36	32		230
North Sydney.....	97	16	202	90	66	21	253
Pictou.....	23	7	159	41	19	3	511
Springhill.....	19	13	102	13	6		154
Sydney.....	338	72	929	393	237	31	1,433
Sydney Mines.....	46	10	208	42	40		332
Truro.....	261	185	372	180	119	1	375
Yarmouth-Shellburne.....	239	134	435	151	113		520
New Brunswick	4,330	3,141	6,358	2,790	1,847	76	6,437
Bathurst.....	69	263	351	56	36		636
Campbellton.....	159	300	599	165	88	27	694
Edmundston.....	454	271	315	222	214		175
Fredericton.....	297	163	297	188	79		186
Minto.....	295	197	213	152	144	1	95
Moncton.....	1,030	750	1,831	648	306	33	2,404
Newcastle.....	185	125	280	17	9		337
Saint John.....	1,432	731	2,034	1,044	728	15	1,553
St. Stephen.....	64	135	154	110	82		133
Sussex.....	185	136	125	75	49		107
Woodstock.....	160	70	159	113	112		117
Quebec	38,708	35,085	56,261	19,093	10,277	235	78,106
Acton Vale.....	73	72	87	47	41		127
Asbestos.....	216	128	118	79	91		112
Baie St. Paul.....	79	135	116	51	50	4	285
Beauharnois.....	164	89	169	52	69		399
Buckingham.....	97	289	264	84	87		412
Campbell's Bay.....			22	6	3		
Causapscal.....	95	404	106	6	4		175
Chandler.....	506	466	165				316
Chicoutimi.....	1,748	2,402	915	153	85		1,276
Coaticook.....	87	35	39	13	16		90
Cowansville.....	35	39	40	4	11		61
Dolbeau.....	908	929	75	8	11		69
Drummondville.....	331	349	587	377	244		859
East Angus.....	100	42	193	76	71	5	116
Farnham.....	108	85	91	50	17		74
Granby.....	465	387	440	120	95		343
Hull.....	455	499	816	190	173		948
Joliette.....	427	344	750	300	162		1,284
Jonquiere.....	53	42	606	13	11		1,466
Lachute.....	191	93	753	166	88		309
La Malbaie.....	11	175	111	7	4		334
La Tuque.....	1,884	1,862	115	30	44		219
Levis.....	214	78	699	220	183		2,708
Louiseville.....	37	9	286	9	13		353
Magog.....	143	58	169	120	83		173
Matane.....	1,329	1,180	319	181	182		210
Megantic.....	155	56	164	66	53	5	120
Mont Laurier.....	411	291	108	83	199		58
Montmagny.....	139	19	287	129	130		416
Montmorency.....	56	13	161	52	52		514
Montreal.....	14,408	13,938	29,019	8,274	2,563	85	35,490
Plessisville.....	51	66	91	10	10		125
Port Alfred.....	129	121	328	209	87		278
Quebec.....	2,435	1,292	5,906	1,493	650	16	12,877
Richmond.....	59	51	90	56	38	7	62
Rimouski.....	1,206	1,312	593	293	377		557
Riviere du Loup.....	412	336	259	23	18		779
Roberval.....	454	1,553	99	42	26		102
Rouyn.....	473	984	603	1,160	266		339
Ste. Agathe.....	284	83	256	139	124		137
Ste. Anne de Bellevue.....	43	20	241				292
Ste. Therese.....	404	222	484	283	265	15	618
St. Georges de Beauce.....	192	18	267	206	213		174

REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS
DECEMBER 28, 1945 TO JANUARY 31, 1946—Continued

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Quebec—Concluded—							
St. Hyacinthe.....	417	306	325	140	84		478
St. Jean.....	494	265	903	363	263		333
St. Jerome.....	352	313	424	122	96		493
St. Joseph d'Alma.....	70	114	223	33	29	4	344
Shawinigan Falls.....	306	60	930	231	251		2,116
Sherbrooke.....	695	330	937	585	358	56	762
Sorel.....	762	42	700	618	623		2,466
Thetford Mines.....	269	77	554	270	216	16	576
Three Rivers.....	894	527	1,923	485	302	22	3,381
Val d'Or.....	2,781	2,160	1,115	809	715		205
Valleyfield.....	433	187	883	434	344		933
Victoriaville.....	168	138	337	118	87		363
Ontario.....	59,460	28,741	74,374	41,304	26,604	1,721	74,974
Arnprior.....	158	12	197	170	170		30
Barrie.....	181	113	206	74	44		297
Belleville.....	360	167	491	315	271		578
Bracebridge.....	186	83	167	112	130		95
Brampton.....	191	167	322	50	39	3	391
Brantford.....	1,038	409	1,143	798	494	20	733
Brockville.....	273	45	371	248	230	19	147
Carleton Place.....	80	24	85	61	52		76
Chatham.....	451	297	751	378	115	10	973
Cobourg.....	72	23	139	41	45	1	91
Collingwood.....	81	77	310	37	42		619
Cornwall.....	790	172	1,276	693	522	50	875
Dunnville.....	84	62	100	26	19		101
Fergus.....	49	29	89	72	32	2	40
Fort Erie.....	71	26	227	1	35		637
Fort Frances.....	255	468	349	328	325		113
Fort William.....	991	463	1,587	622	543	15	2,292
Galt.....	809	603	306	265	123		179
Gananoque.....	43	5	99	46	37	11	134
Goderich.....	222	152	134	83	58		133
Guelph.....	988	500	900	715	578		168
Hamilton.....	3,153	1,494	5,938	3,372	1,232	161	6,137
Hawkesbury.....	28	11	302	31	19	6	658
Ingersoll.....	65	49	54	73	39	9	48
Kapuskasing.....	1,423	522	14	11	93		15
Kenora.....	294	142	128	17	40		169
Kingston.....	872	250	1,088	1,006	586		587
Kirkland Lake.....	634	311	1,351	624	287	26	490
Kitchener-Waterloo.....	2,112	1,160	1,051	1,230	887	4	168
Leamington.....	96	33	126	42	47		357
Lindsay.....	65	24	147	48	42		406
Listowel.....	135	117	103	86	57		69
London.....	2,705	1,022	2,565	2,075	918	251	1,525
Midland.....	75	54	306	56	63		355
Napanee.....	75	48	96	43	43		132
Newmarket.....	33	19	125	28	28		218
New Toronto.....	1,081	367	1,172	593	503		836
Niagara Falls.....	375	118	717	383	206	7	693
North Bay.....	726	476	637	423	422	42	228
Orangeville.....	66	31	74	49	34		73
Orillia.....	253	75	664	241	186		680
Oshawa.....	814	381	4,040	627	338		6,474
Ottawa.....	3,017	1,290	5,174	2,277	1,343		3,134
Owen Sound.....	333	156	412	284	179	15	276
Paris.....	51	79	50	41	36		25
Parry Sound.....	69	45	290	52	3		381
Pembroke.....	296	150	475	186	122	1	385
Perth.....	170	164	278	155	126	3	113
Peterborough.....	577	337	701	648	353		644
Picton.....	31	18	124	14	14		159
Port Arthur.....	2,328	1,652	1,390	726	707		1,521
Port Colborne.....	175	50	300	121	94	4	437
Port Hope.....	128	43	103	10	5		41
Prescott.....	72	21	148	52	63		160
Renfrew.....	141	66	104	59	35		156
St. Catharines.....	832	225	1,934	734	544	5	3,014
St. Thomas.....	439	236	506	331	209	11	286
Sarnia.....	344	74	674	314	251		634
Sault Ste. Marie.....	1,058	622	784	557	553		666
Simcoe.....	172	100	220	103	88		140
Smiths Falls.....	120	54	145	25	79		108
Stratford.....	655	314	568	484	285	86	345
Sturgeon Falls.....	116	59	202	112	116		106
Sudbury.....	1,650	754	1,833	1,302	629	48	2,087
Tillsonburg.....	29	40	40	2	7		28
Timmins.....	1,925	1,151	1,777	1,254	1,307	32	763

REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS
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Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Ontario—Concluded							
Toronto.....	17,388	8,662	16,465	11,600	7,276	703	13,091
Toronto Junction.....	1,444	519	1,419	649	350	16	1,515
Trenton.....	268	195	293	143	95		439
Walkerton.....	152	126	127	14	19		204
Wallaceburg.....	147	15	277	30	29		337
Welland.....	571	173	1,010	405	306		1,194
Weston.....	471	111	539	410	349		675
Windsor.....	1,507	397	5,791	1,716	893	160	12,734
Woodstock.....	331	242	270	301	165		120
Manitoba—	7,157	3,314	14,023	7,211	3,090	1,110	14,096
Brandon.....	318	204	646	334	201		718
Dauphin.....	261	175	337	118	100		369
Flin Flon.....	272	131	204	172	141	13	44
Portage la Prairie.....	114	56	317	117	78	1	487
Selkirk.....	101	84	129	36	27		170
The Pas.....	91	166	172	91	32	2	116
Winnipeg.....	6,000	2,498	12,218	6,343	2,511	1,094	12,192
Saskatchewan	3,767	1,814	8,024	3,982	1,580	374	7,016
Estevan.....	159	80	178	161	140		115
Moose Jaw.....	368	160	927	481	225	3	976
North Battleford.....	57	52	254	37	22	3	331
Prince Albert.....	646	290	828	412	183	7	591
Regina.....	1,345	551	2,634	1,638	611	274	2,177
Saskatoon.....	938	517	2,453	1,060	299	79	2,031
Swift Current.....	38	18	170	19	17		220
Weyburn.....	63	79	108	65	44		91
Yorkton.....	153	67	442	109	39	8	484
Alberta	7,717	3,013	11,411	6,911	3,999	713	9,856
Black Diamond.....	13	8	92	4	8		118
Blairmore.....	258	103	105	79	96		47
Calgary.....	2,048	635	4,067	2,294	1,040	322	4,044
Drumheller.....	277	213	226	130	79		133
Edmonton.....	3,643	1,268	5,666	3,545	2,181	334	4,303
Edson.....	698	299	138	119	148		72
Lethbridge.....	345	220	614	430	234	55	574
Medicine Hat.....	172	67	281	195	96	2	341
Red Deer.....	263	200	222	115	117		233
British Columbia	18,295	6,319	28,673	14,185	9,591	1,382	30,134
Chilliwack.....	326	67	448	333	327		246
Courtenay.....	123	214	161	4	17		226
Cranbrook.....	64	39	117	40	66		117
Dawson Creek.....	256	59	171	141	158		31
Duncan.....	440	225	256	204	252		138
Fernie.....	39	68	47	29	19		41
Kamloops.....	184	63	346	112	61		147
Kelowna.....	83	21	358	86	47	1	439
Nanaimo.....	396	265	432	271	255		344
Nelson.....	209	160	557	169	124		653
New Westminster.....	807	265	2,062	796	565	23	2,725
North Vancouver.....	396	128	692	303	302		1,415
Penticton.....	257	70	436	199	188		353
Port Alberni.....	443	146	162	140	187		92
Prince George.....	664	121	510	537	477	2	155
Prince Rupert.....	282	137	432	174	177		391
Princeton.....	75	15	113	72	76	8	67
Trail.....	120	58	295	111	118		469
Vancouver.....	10,949	3,362	17,603	9,010	5,106	1,266	17,790
Vernon.....	188	69	558	134	146		792
Victoria.....	1,839	718	2,816	1,275	881	79	3,368
Whitehorse.....	85	49	101	45	42		145
Canada	144,401	84,351	208,346	99,621	59,649	5,725	233,145
Males.....	96,293	54,203	155,801	65,541	44,885	1,620	187,173
Females.....	48,108	30,178	52,545	34,080	14,764	4,105	45,372

British Columbia

Opportunities for employment at Offices in British Columbia during the five weeks December 28, 1945 to January 31, 1946, numbered 631 daily in comparison with 589 in the preceding period and 919 during the five

weeks ending February 1 a year ago. Placements showed a lower average during the period under review, being 378 daily in contrast with 458 in the previous four weeks and 640 during the five weeks ending February 1 last year. The decrease in placements

from the five weeks terminating February 1, 1945, was mainly due to substantial losses in manufacturing and services, although fairly large declines occurred in forestry and logging, trade and public utilities operation. Of the changes in all other groups a moderate gain in construction and a loss in finance and in-

urance were the most important. Placements by industries included: services 3,066; manufacturing 2,229; forestry and logging 1,701; construction 1,431; public utilities operation 992; trade 984 and mining 366. There were 7,808 men and 1,783 women placed in regular employment.

Report on Operations of the National Employment Service Offices During 1945

OPERATIONS of the National Employment Service offices during 1945 were slightly less in volume than during the previous year. Although the labour needs of war industries were sharply curtailed during the last quarter of

1945, this was largely offset by the increased demands of the long understaffed civilian industries. The overall decrease in vacancies notified is reflected in a decline in the number of placements made during the past year.

TABLE I—VACANCIES AND PLACEMENTS OF EMPLOYMENT AND

Industry	Pr. Edward Island			Nova Scotia			New Brunswick			Quebec		
	Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements	
		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual
Agriculture	513	186	23	831	406	4	1,516	700	.....	3,046	1,992	12
Fishing, Hunting and Trapping	101	89	1	212	53	.....	14	14	.....	78	36	.....
Forestry and Logging	263	75	.....	3,029	1,219	4	16,141	2,947	1	125,899	73,029	189
Mining	24	22	.....	2,801	1,599	.....	1,163	999	.....	16,569	10,666	.....
Metallic Ores and Prospecting.....	.....	.....	.....	42	17	.....	.....	.....	.....	11,619	7,264	.....
Coal.....	.....	.....	.....	2,620	1,496	.....	964	897	.....	276	154	.....
Oil, Gas Wells, Quarrying.....	24	22	.....	139	86	.....	199	102	.....	4,674	3,248	.....
Manufacturing	1,460	1,193	100	24,834	18,299	20	17,005	12,400	38	279,341	145,591	103
Food and Kindred Products.....	860	752	5	4,261	3,017	9	3,482	2,705	.....	29,884	14,660	3
Textiles, apparel, etc.....	.....	52	46	2,049	1,673	1	1,716	1,105	.....	73,369	33,508	39
Lumber and Finished Lumber Products	81	67	.....	1,190	876	1	4,014	2,803	5	23,414	13,727	22
Pulp, Paper Products and Printing.....	52	44	.....	1,214	605	.....	1,971	1,464	31	19,279	12,197	12
Chemical and Allied Products.....	244	131	95	230	142	.....	1,029	840	.....	12,543	6,791	2
Products of Petroleum and Coal.....	.....	.....	.....	38	24	.....	56	38	.....	2,364	1,291	.....
Rubber Products.....	.....	.....	.....	1	1	.....	.....	.....	.....	5,000	3,035	3
Leather and its Products.....	.....	.....	.....	124	75	2	191	151	.....	12,171	5,408	3
Stone, Clay and Glass Products.....	.....	.....	.....	353	232	.....	376	278	2	6,494	3,784	.....
Iron and Steel and their Products.....	18	17	.....	3,300	3,001	6	1,333	859	.....	30,056	16,564	6
Non-Ferrous Metal Products.....	.....	.....	.....	43	34	.....	32	28	.....	9,482	5,742	.....
Machinery.....	1	.....	.....	104	76	1	89	63	.....	10,009	5,160	4
Transportation Equipment.....	152	136	.....	11,824	8,464	.....	2,367	1,818	.....	36,651	20,087	.....
Miscellaneous.....	.....	.....	.....	103	79	.....	349	247	.....	8,625	3,637	9
Construction	599	489	11	8,812	6,042	52	7,454	5,447	7	74,527	44,103	43
Public Utilities Operation	767	599	15	10,191	7,237	249	10,091	7,896	23	39,682	23,539	332
Heat, Light and Power.....	88	74	.....	216	168	.....	145	109	.....	3,084	2,033	2
Transportation and Storage.....	600	476	15	9,439	6,690	236	9,374	7,372	23	33,276	19,777	330
Communications.....	79	49	.....	536	379	13	572	415	.....	3,322	1,729	.....
Trade	1,233	1,044	6	11,336	7,382	167	9,350	6,374	16	55,801	27,688	111
Finance and Insurance	97	72	.....	837	474	7	566	400	12	8,799	4,197	7
Services	1,809	1,259	33	16,535	10,227	967	11,570	7,438	560	95,191	47,130	1,363
Professional and Public.....	507	357	13	4,966	3,362	50	3,927	2,705	28	25,277	15,894	177
Recreational.....	30	24	.....	535	302	17	443	249	5	4,395	1,906	7
Business.....	6	2	.....	174	114	1	84	62	.....	2,171	841	.....
Domestic.....	362	143	19	1,744	239	853	1,016	216	268	8,486	1,301	918
Personal other than Domestic.....	161	136	.....	1,089	706	9	857	618	.....	11,171	4,743	8
Hotels and Restaurants.....	599	463	.....	6,175	4,236	25	3,654	2,521	17	30,391	16,236	25
All Others.....	144	134	1	1,852	1,268	12	1,589	1,067	242	13,300	6,209	220
Totals	6,857	5,028	189	79,418	52,938	1,470	74,870	44,615	657	698,933	377,971	2,168
Males	4,376	3,076	182	57,444	39,453	747	58,454	34,180	70	526,296	295,683	795
Females	2,481	1,952	7	21,974	13,485	723	16,416	10,435	587	172,637	82,288	1,365

From December 29, 1944 to December 27, 1945, applications for employment numbered 2,516,984; this was 31,701 more than in 1944. Vacancies recorded at employment offices in Canada, however, showed a decrease of 307,523, totalling 2,421,248 in 1945. All industry groups reflected this decline with the exception of the rapidly expanding mining and construction industries. The sharp drop in the number of vacancies notified in the manufacturing group accounted for 71 per cent of the overall decrease. It is significant that vacancies reported for male workers declined by less than 3 per cent, while job opportunities for women decreased by 28 per cent.

Placements made by National Employment Service offices during 1945 totalled 1,493,581 as compared with 1,739,917 in 1944. The decline in placements effected, as in vacancies notified, was apparent in all industry groups except mining and construction.

The following tables summarize the monthly and quarterly reports published in previous issues of the LABOUR GAZETTE. Table I shows vacancies notified and placements effected by industry and by province, for the year 1945, as reported by the National Employment Service. Table II shows the operations of the National Employment Service by local office for the year, December 29, 1944 to December 27, 1945.

SELECTIVE SERVICE OFFICES, DECEMBER 29, 1944 TO DECEMBER 27, 1945.

Ontario			Manitoba			Saskatchewan			Alberta			Br.-Columbia			Canada		
Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements	
	Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual
17,809	9,504	555	3,120	1,895	35	5,718	3,451	15	6,594	4,195	40	2,310	1,182	29	41,457	23,511	713
99	54	.....	246	188	1	9	11	.....	60	42	1	266	186	.....	1,085	673	3
65,656	27,619	12	1,726	763	1	1,038	480	2	5,944	3,425	4	37,716	26,496	44	257,442	136,053	257
21,683	12,288	21	1,837	1,200	8	457	366	.....	9,214	4,880	11	8,313	4,343	13	62,066	36,363	53
18,512	10,501	8	1,515	976	.....	2	.....	.....	552	287	.....	5,931	2,941	8	38,173	21,986	16
51	25	.....	27	9	.....	337	289	.....	6,367	2,938	3	1,060	586	1	11,702	6,394	4
3,120	1,762	13	295	215	8	118	77	.....	2,295	1,655	8	1,327	816	4	12,191	7,983	33
411,299	254,363	748	31,268	18,644	1,493	8,775	6,415	246	18,858	13,640	315	78,564	52,357	807	871,404	522,902	3,870
62,542	38,120	189	10,717	6,918	302	5,048	3,917	171	9,465	7,208	180	12,379	8,077	197	138,638	85,374	1,056
51,732	26,613	46	6,637	3,298	273	77	50	3	970	694	4	1,216	680	7	137,818	67,667	373
28,339	18,105	115	3,034	1,425	454	1,470	779	28	3,374	2,184	41	22,106	15,508	183	87,022	55,474	849
37,609	20,810	69	2,552	1,554	111	425	278	2	687	450	38	7,173	4,432	13	70,962	41,534	276
17,637	11,614	38	1,223	876	109	357	290	1	248	199	3	1,452	994	54	34,963	21,577	302
2,373	1,653	.....	530	369	3	204	162	5	269	226	10	660	452	21	6,494	4,215	39
14,115	8,951	10	61	37	6	.....	.....	.....	28	22	1	271	157	1	19,476	12,204	21
9,642	5,571	17	611	287	9	44	27	2	19	9	2	410	238	8	23,212	11,766	45
10,501	6,137	15	800	493	20	288	187	18	1,557	1,139	17	1,188	723	24	21,557	12,973	94
62,099	41,917	75	7,756	1,286	29	338	364	4	776	430	6	4,251	3,000	48	103,927	67,438	174
18,033	10,574	67	470	256	75	87	73	5	350	289	.....	2,827	1,942	25	31,324	18,938	172
48,438	31,932	40	745	476	18	287	205	4	586	435	12	2,433	1,747	15	62,692	40,094	94
32,143	22,955	50	2,487	1,020	47	115	59	2	356	278	1	21,201	13,755	210	106,296	68,602	310
16,096	9,381	17	645	349	37	35	24	1	173	77	.....	997	652	1	27,023	14,446	65
95,263	61,996	253	9,627	6,685	168	5,331	3,904	62	12,171	8,848	154	27,017	20,195	132	240,792	157,709	882
78,919	56,961	301	13,555	8,223	541	6,640	4,257	163	12,963	8,697	231	28,704	21,215	277	201,512	138,624	2,132
5,663	4,228	21	527	292	6	202	147	1	753	644	2	1,348	1,063	13	12,031	8,758	45
67,190	49,396	278	12,562	7,650	530	6,159	3,944	154	11,593	7,676	208	25,561	18,980	235	175,754	121,991	2,009
6,066	3,337	2	466	261	5	279	166	8	612	377	21	1,795	1,172	29	13,727	7,875	78
106,119	69,410	870	20,103	12,107	3,114	12,066	8,231	857	15,851	11,062	1,169	30,897	21,314	863	262,756	164,612	7,173
16,546	10,757	42	1,972	1,085	150	1,047	673	25	1,455	926	35	4,857	2,808	45	36,176	21,392	323
182,522	104,888	9,319	27,240	12,251	6,842	49,961	10,317	2,497	31,224	16,473	4,430	60,506	33,840	6,472	446,558	243,533	32,483
54,819	38,718	292	6,019	3,381	599	4,745	2,868	90	6,889	4,530	179	16,414	12,181	216	123,563	83,996	1,644
6,873	4,247	67	1,111	587	139	527	285	26	988	616	82	1,841	1,061	19	16,743	9,277	362
4,288	2,692	7	560	361	21	215	137	4	743	494	83	973	606	35	9,214	5,309	147
21,412	2,317	8,319	6,851	451	4,987	3,200	378	1,666	7,519	799	3,810	11,858	1,850	5,873	62,538	7,694	26,743
15,034	8,227	48	2,457	1,376	108	1,305	887	20	2,300	1,615	25	3,836	2,409	21	38,260	20,727	239
56,271	34,126	163	7,394	4,531	786	6,394	4,151	41	8,844	5,885	147	18,663	11,250	43	138,385	83,399	1,247
23,825	14,551	427	2,848	1,564	202	3,485	1,641	620	3,941	2,584	14	6,871	4,483	265	57,855	33,451	2,101
995,945	607,840	12,121	110,694	63,041	12,353	61,042	38,135	3,867	111,334	72,183	6,390	279,155	183,936	8,682	2,421,248	1,445,692	47,889
693,618	444,917	3,078	67,023	40,564	4,790	39,571	25,745	1,580	79,160	51,969	2,354	207,420	143,148	3,310	1,733,362	1,078,735	16,906
302,327	162,923	9,043	43,671	22,477	7,563	21,471	12,390	2,287	35,174	20,219	4,036	71,735	40,788	5,372	687,886	366,957	30,983

TABLE II—REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR YEAR DECEMBER 29, 1944, TO DECEMBER 27, 1945

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Prince Edward Island	6,857	192	9,228	7,230	5,028	189	1,132
Charlottetowh.....	4,034	117	5,703	4,465	2,743	58	774
Summerside.....	2,823	75	3,525	2,765	2,285	131	358
Nova Scotia	79,418	2,601	82,172	73,855	52,938	1,470	8,069
Amherst.....	2,473	15	3,441	2,798	2,032		769
Bridgewater.....	983	28	1,667	620	520	1	227
Dartmouth.....	2,365	29	1,716	1,448	1,166		120
Digby.....	999	133	951	662	599		175
Glace Bay.....	1,956	164	3,970	2,246	1,994	1	628
Halifax.....	33,213	983	27,177	30,268	19,579	30	1,429
Inverness.....	341	0	522	390	318	3	71
Kentville.....	3,968	420	2,653	1,969	1,798	32	256
Liverpool.....	2,814	181	2,125	1,774	1,542		378
New Glasgow.....	9,203	67	11,211	10,027	7,503	821	1,375
New Waterford.....	1,977	225	1,600	1,096	773		214
North Sydney.....	698	18	1,104	659	594	16	185
Pictou.....	1,520	8	2,657	1,795	1,309	31	433
Springhill.....	492	3	644	429	357		84
Sydney.....	8,468	87	11,218	9,888	6,938	502	900
Sydney Mines.....	1,299	8	2,326	1,448	1,211	9	221
Truro.....	4,100	181	4,317	3,981	2,655	24	282
Yarmouth-Shelburne.....	2,549	51	2,873	2,357	2,050		322
New Brunswick	74,870	2,845	72,100	59,924	44,615	657	4,812
Bathurst.....	3,458	264	3,437	2,186	1,429	32	406
Campbellton.....	6,175	309	5,605	3,299	2,120	291	403
Edmundston.....	8,522	120	3,756	3,401	3,048	4	183
Fredericton.....	3,893	237	3,847	3,630	2,625	7	133
Minto.....	3,106	149	2,880	2,704	2,644		50
Moncton.....	19,772	533	21,017	17,966	11,413	253	1,571
Newcastle.....	1,369	20	1,644	1,104	978		236
Saint John.....	22,169	706	25,018	21,702	16,623	37	1,556
St. Stephen.....	2,338	237	1,714	1,490	1,213	10	97
Sussex.....	1,713	93	1,735	1,466	1,286	10	56
Woodstock.....	2,355	177	1,447	976	1,236	8	121
Quebec	698,933	35,492	776,987	524,351	377,971	2,160	67,699
Acton Vale.....	837	47	824	695	679	9	101
Asbestos.....	1,633	86	1,550	1,257	1,138	1	124
Baie St. Paul.....	1,825	308	1,906	1,232	1,138	25	289
Beauharnois.....	2,259	65	2,842	1,849	1,717	5	341
Buckingham.....	3,368	320	4,106	2,264	1,881	4	383
Campbell's Bay.....	1,418	173	1,070	702	569		20
Causapsal.....	7,185	515	4,800	4,435	4,469	6	114
Chandler.....	5,300	442	2,538	1,958	1,844		182
Chicoutimi.....	20,317	2,562	18,229	13,726	12,131	7	1,190
Coaticook.....	8,410	50	8,249	8,045	8,176		71
Cowansville.....	1,515	46	1,306	1,168	1,137		48
Dolbeau.....	8,539	1,223	5,684	4,667	4,608		78
Drummondville.....	6,866	499	7,220	6,351	4,815		791
East Angus.....	1,344	50	2,605	1,493	1,055	93	168
Farnham.....	1,561	36	1,325	1,063	982		57
Granby.....	5,162	262	6,780	3,266	2,800		234
Hull.....	9,388	537	13,129	7,753	6,438		794
Joliette.....	6,889	627	9,254	6,582	4,157	3	951
Jonquiere.....	3,675	91	8,087	3,741	2,136		1,276
Lachute.....	3,073	75	6,695	3,055	2,068		260
La Malbaie.....	3,528	344	2,296	1,545	1,359		248
La Tuque.....	13,636	1,366	7,586	7,276	7,139	14	167
Levis.....	8,670	269	14,860	8,146	6,915		2,754
Louiseville.....	2,329	19	3,738	2,437	2,046		293
Magog.....	2,062	49	2,373	2,790	1,464		165
Matane.....	13,978	956	9,581	8,734	3,709	5	130
Megantic.....	6,111	74	6,307	5,383	5,211	122	125
Mont Laurier.....	3,682	363	2,625	2,422	2,387		56
Montmagny.....	2,925	14	5,569	2,862	2,792	35	428
Montmorency.....	1,929	10	5,250	2,494	1,553		524
Montreal.....	343,230	12,457	365,837	240,497	145,256	923	30,544
Plessisville.....	1,172	55	1,233	872	720		75
Port Alfred.....	3,393	215	4,064	3,198	2,492		290
Quebec.....	40,375	1,530	64,842	35,012	24,824	209	11,271
Richmond.....	936	59	1,400	831	609	22	59
Rimouski.....	12,815	1,498	11,544	8,163	8,448		519
Riviere du Loup.....	4,704	524	2,849	1,288	1,185		596
Roberval.....	8,155	3,315	3,820	3,518	3,177		98
Rouyn.....	13,091	1,338	11,441	13,195	7,419		508
Ste. Agathe.....	4,398	190	3,382	3,112	2,887	1	48
Ste. Anne de Bellevue.....	1,792	20	2,741	1,747	1,494		210
Ste. Therese.....	6,139	239	5,723	5,105	4,396		444
St. Georges de Beauce.....	1,197	43	1,629	932	947	4	175

TABLE II—REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR YEAR DECEMBER 29, 1944 TO DECEMBER 27, 1945—Continued

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
St. Hyacinthe.....	5,057	174	5,591	4,175	3,275	27	389
St. Jean.....	7,686	233	11,692	7,713	4,873	.....	266
St. Jerome.....	5,834	257	5,856	4,766	3,959	6	398
St. Joseph d'Alma.....	4,740	171	6,449	4,061	3,841	9	305
Shawinigan Falls.....	5,478	94	8,756	6,336	4,606	.....	1,590
Sherbrooke.....	12,272	321	16,163	11,968	8,248	392	672
Sorel.....	9,775	24	14,886	7,330	6,869	.....	2,460
Theftord Mines.....	9,775	74	12,887	10,097	9,080	.....	415
Three Rivers.....	12,814	467	20,127	11,005	9,063	219	2,928
Val d'Or.....	11,028	394	11,262	9,097	8,318	.....	229
Valleyfield.....	9,588	248	10,131	7,551	5,566	19	646
Victoriaville.....	4,015	174	4,228	3,390	2,856	.....	202
Ontario	995,945	25,531	929,315	841,754	607,840	12,121	58,521
Arnprior.....	3,182	231	2,078	1,821	1,512	68	18
Barrie.....	3,778	67	4,401	3,401	2,837	12	246
Belleville.....	7,215	169	6,596	7,742	4,923	.....	428
Bracebridge.....	5,584	133	3,647	2,962	3,680	.....	84
Brampton.....	3,236	168	3,285	2,514	2,012	2	294
Brantford.....	15,020	456	14,075	13,503	10,579	103	511
Brockville.....	3,193	51	3,744	3,488	2,657	16	106
Carleton Place.....	876	15	1,000	889	753	.....	48
Chatham.....	7,202	184	7,800	8,501	5,337	160	637
Cobourg.....	1,354	11	1,863	1,490	1,300	.....	8
Collingwood.....	1,716	39	2,189	1,287	1,201	.....	388
Cornwall.....	9,897	113	14,466	10,291	7,727	423	677
Dunnville.....	1,305	29	1,339	843	702	.....	53
Fergus.....	900	20	1,136	963	730	4	17
Fort Erie.....	2,081	13	3,648	2,102	1,494	.....	554
Fort Frances.....	5,837	681	3,707	3,014	3,388	11	76
Fort William.....	16,935	414	14,937	13,478	11,959	5	1,823
Galt.....	8,972	494	6,277	6,066	4,408	6	150
Gananoque.....	920	14	967	925	826	6	96
Goderich.....	2,025	36	2,094	1,583	1,397	31	104
Guelph.....	10,358	539	8,273	8,694	6,417	.....	157
Hamilton.....	59,589	1,354	69,861	61,904	36,461	1,040	4,239
Hawkesbury.....	1,586	42	3,466	1,775	1,066	17	444
Ingersoll.....	1,217	50	1,420	1,361	1,031	4	50
Kapuskasing.....	10,635	237	3,890	3,859	3,884	3	23
Kenora.....	5,228	187	1,830	1,090	1,502	.....	114
Kingston.....	11,964	307	12,191	15,508	8,872	22	557
Kirkland Lake.....	10,259	291	15,950	9,497	7,331	189	328
Kitchener Waterloo.....	21,262	896	13,529	14,779	11,815	86	137
Leamington.....	3,678	94	3,460	3,113	2,697	.....	538
Lindsay.....	1,611	22	1,913	1,666	1,422	15	306
Listowel.....	1,417	55	1,448	1,278	1,043	2	66
London.....	36,844	871	33,766	37,362	20,569	2,273	1,142
Midland.....	4,263	59	4,767	4,241	3,538	.....	261
Napanee.....	1,502	35	1,389	1,238	1,095	.....	104
Newmarket.....	1,586	52	1,922	1,447	1,151	.....	158
New Toronto.....	22,141	429	17,101	13,135	11,023	.....	766
Niagara Falls.....	9,832	194	9,426	9,747	6,838	15	444
North Bay.....	12,322	567	10,757	8,075	8,616	486	217
Orangeville.....	991	42	1,076	903	729	.....	61
Orillia.....	3,968	79	4,670	4,047	3,008	4	433
Oshawa.....	12,208	347	24,951	11,057	8,349	81	4,083
Ottawa.....	62,599	1,323	61,916	53,169	38,566	195	1,942
Owen Sound.....	5,368	166	5,807	5,449	3,919	84	235
Paris.....	701	80	656	656	477	.....	30
Parry Sound.....	2,472	58	3,498	2,046	1,996	.....	244
Pembroke.....	11,878	521	9,428	9,308	9,660	3	286
Perth.....	2,342	138	2,731	2,523	1,886	81	83
Peterborough.....	10,112	310	10,493	11,341	8,133	.....	450
Pictou.....	1,335	8	1,472	1,091	1,027	18	96
Port Arthur.....	31,087	1,191	17,585	16,484	14,848	25	1,438
Port Colborne.....	3,999	60	4,653	3,144	2,952	11	361
Port Hope.....	1,366	16	1,382	1,253	948	1	28
Prescott.....	1,639	38	2,149	1,685	1,537	.....	108
Renfrew.....	2,137	67	1,942	2,289	1,496	8	120
St. Catharines.....	16,878	172	18,199	17,092	12,473	356	2,110
St. Thomas.....	9,195	143	8,307	9,178	6,767	191	224
Sarnia.....	8,167	97	9,999	7,596	6,148	5	638
Sault Ste. Marie.....	12,807	383	8,880	7,545	7,310	1	649
Simcoe.....	7,190	66	7,243	7,018	6,256	66	79
Smiths Falls.....	2,355	74	2,461	2,483	2,077	.....	73
Stratford.....	5,760	136	6,422	6,128	4,119	669	293
Sturgeon Falls.....	2,222	111	1,881	1,786	1,329	.....	62
Sudbury.....	29,557	772	22,037	18,824	16,655	412	1,246
Tillsonburg.....	3,622	38	2,520	2,505	2,207	.....	8
Timmins.....	18,987	1,016	19,523	17,048	13,749	303	720
Toronto.....	296,191	7,034	241,656	238,481	158,974	2,501	10,298

TABLE II—REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR YEAR DECEMBER 29, 1944, TO DECEMBER 27, 1945—Concluded

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Toronto Junction.....	33,055	478	25,896	27,148	18,069	180	1,510
Trenton.....	3,779	134	3,496	3,929	2,960	1	294
Walkerton.....	2,481	39	2,872	1,931	1,635	4	167
Wallaceburg.....	2,280	13	2,633	2,210	1,771		293
Welland.....	13,044	182	10,290	8,984	7,005	3	981
Weston.....	12,003	106	8,930	7,528	6,901		569
Windsor.....	29,935	284	51,842	36,744	23,425	1,917	11,828
Woodstock.....	3,713	190	4,302	4,519	2,685	2	112
Manitoba.....	110,694	2,788	131,041	117,237	63,041	12,353	8,680
Brandon.....	6,101	198	5,772	5,278	3,787	1	524
Dauphin.....	3,100	203	4,743	1,889	1,449		277
Flin Flon.....	2,268	46	1,399	1,338	1,402	78	21
Portage la Prairie.....	1,988	48	2,607	1,771	1,449	30	352
Selkirk.....	1,064	29	1,256	979	876	1	103
The Pas.....	1,120	150	1,800	1,042	715	20	93
Winnipeg.....	95,053	2,114	113,464	104,940	53,363	12,223	7,310
Saskatchewan.....	61,042	1,691	84,946	66,269	38,135	3,867	4,537
Estevan.....	2,138	84	2,027	1,942	1,638		100
Moose Jaw.....	7,445	174	8,616	8,516	5,043	116	642
North Battleford.....	2,012	70	3,213	1,625	1,344	1	195
Prince Albert.....	6,397	284	7,989	5,709	4,283	35	327
Regina.....	22,316	551	28,928	28,918	14,082	2,719	1,574
Saskatoon.....	14,168	324	25,798	14,098	7,858	906	1,183
Swift Current.....	1,650	9	1,647	1,452	1,270	4	109
Weyburn.....	2,211	92	1,625	1,404	1,293	3	53
Yorkton.....	2,705	103	5,103	2,605	1,324	83	354
Alberta.....	114,334	3,118	118,064	106,379	72,188	6,390	6,982
Black Diamond.....	1,066	5	1,182	1,103	877		52
Blairmore.....	1,759	69	1,140	940	1,099		45
Calgary.....	37,428	639	43,706	37,136	23,839	2,833	2,968
Drumheller.....	3,135	185	2,372	2,063	1,435		124
Edmonton.....	53,599	1,391	56,793	52,589	34,799	3,311	2,789
Edson.....	3,750	338	1,119	1,101	1,675		55
Lethbridge.....	5,920	244	5,840	5,870	3,822	211	440
Medicine Hat.....	4,340	48	3,931	3,867	2,871	35	298
Red Deer.....	3,337	199	1,981	1,710	1,771		211
British Columbia.....	279,155	6,052	313,131	245,237	183,936	8,682	23,389
Chilliwack.....	4,753	40	3,947	3,774	3,888		156
Courtenay.....	2,841	203	1,772	1,270	2,087		183
Cranbrook.....	3,853	98	2,443	2,353	2,392	2	93
Dawson Creek.....	2,531	86	1,938	1,906	1,915		23
Duncan.....	5,531	101	2,972	2,964	4,443		94
Fernie.....	789	69	654	548	614		17
Kamloops.....	6,216	129	4,043	3,332	4,073		136
Kelowna.....	3,769	68	3,659	3,410	2,884	14	170
Nanaimo.....	3,901	189	4,280	3,752	3,015	19	450
Nelson.....	4,142	146	5,331	4,021	2,892		323
New Westminster.....	16,986	369	19,496	15,229	12,176	279	2,081
North Vancouver.....	3,890	124	5,483	3,418	2,958		1,146
Penticton.....	3,547	35	3,136	2,643	2,219	14	171
Port Alberni.....	7,157	130	3,310	3,148	4,558	65	99
Prince George.....	8,487	220	6,591	6,752	6,682	157	138
Prince Rupert.....	5,098	106	5,220	3,892	3,430		231
Princeton.....	1,482	32	982	867	1,125	33	343
Trail.....	2,599	86	3,498	2,200	1,855	1	343
Vancouver.....	157,899	3,035	200,554	151,243	96,992	7,100	14,507
Vernon.....	4,952	85	5,917	4,191	4,072		126
Victoria.....	26,076	642	26,286	22,705	18,192	866	2,403
Whitehorse.....	2,656	59	1,604	1,589	1,444		114
Canada.....	2,421,248	80,310	2,516,984	2,042,236	1,445,692	47,889	183,821
Males.....	1,733,362	54,327	1,855,036	1,452,344	1,078,735	16,906	150,164
Females.....	687,886	25,983	661,948	589,892	366,957	30,983	33,657

Labour Law

Legal Decisions Affecting Labour

British Columbia Court Rules Officers of Boilermakers' Local Improperly Removed

The British Columbia Supreme Court on December 6, 1945, dismissed with costs an action brought by the newly elected officers of the Boilermakers' and Iron Shipbuilders' Union of Canada, Local No. 2, for a declaration that they were the officers of the union and that the defendants, their predecessors in office, had been properly removed from office. Mr. Justice Macfarlane held that

the defendant officers were not properly removed and that of itself makes it impossible for the plaintiffs to have been elected to the offices which they claim to hold, but in any event . . . the plaintiffs could not have been properly elected.

The defendants had been ousted by the executive committee of the Shipyard General Workers' Federation of British Columbia with which Local 2 affiliated in March, 1944. In March, 1945, the executive committee of the Local, acting upon authority received from the Local itself, decided to suspend payment to the Federation of the monthly capitation tax and to cease sending it monthly membership reports. No payments or reports were made after February, 1945.

Subsequently a referendum was held in June, 1945, on the question of whether the Local should secede from the Federation, but the motion to secede failed to receive the requisite two-thirds of the votes. Later in the month the Local's charter was suspended by the Federation executive. In August, the Local officers were summoned to a meeting of the Federation executive. Two attended, and were asked to pledge support and obey the Federation's constitution. Both denied violating the constitution and stated that as officers of the Local they were governed by that body. The Federation executive, however, voted to remove them from office, claiming that they had violated several clauses of the constitution.

The August meeting of the Local broke up, and the rival factions then met simultaneously. At one meeting the defendant officers were replaced by the plaintiffs. At the Federation's convention in October the acts of its executive were approved and the seating authorized of eight delegates from the Local, members of the plaintiffs' group.

Mr. Justice Macfarlane cited the article of the Federation's constitution which reads:—

Any officer or member who makes false returns to the General Office knowingly shall be tried by the Executive Committee and, if proven guilty, shall be fined, suspended or expelled from the Federation.

Any officer of a Local Union who, through negligence by failing to send in monthly reports to the general office, thus permitting the Local Union to become suspended, thereby jeopardizing the benefits of the members of the same, shall be immediately removed from office and not be eligible to hold any office within the gift of any Local Union for a period of two years from the date of removal.

He held, contrary to the argument of plaintiffs' counsel, that the word "immediately" does not mean *ipso facto*. In his opinion, before the ousting, there should have been a charge of negligence, a hearing on that charge and a decision made. He stated:—

The reports were not sent in because of the decision of the local union itself . . . negligence in these circumstances I think involves an idea quite different from the action of men who do what they do under the authority of a vote of the members and as a result of their deliberate judgment as to what is best in the interests of the union they represent.

Referring to the action of the Federation convention and the clause of the constitution which reads

In the event that a dispute arises regarding the interpretation of the Constitution, the decision of the officers of the Executive Committee shall be the decision of the Federation, subject to appeal to the next convention,

the Court observed that this—

does not mean that the executive of the federation may do what they please irrespective of the provisions of the constitution, and then come to the Court and say that they have decided what the powers are and that the convention has approved them, and that, therefore, the Court has nothing to say about it. It certainly does not mean, that rights not given by the constitution of the federation which has been adopted by the locals may be over-ridden simply by the convention declaring that they shall be so. *Smith et al v. Cardwell et al* (1946), 1 Western Weekly Reports 78.

Winnipeg Restaurant Operator's Appeal Dismissed—Convicted of Debauching Girl Employee

In the Manitoba Court of Appeal, on January 21, 1946, the appeal of a restaurant operator convicted by a Judge of the Winnipeg Juvenile Court of contributing to juvenile delinquency, whose conviction was

affirmed by Mr. Justice Donovan of the Court of King's Bench, was dismissed and the sentence increased from three months with \$500 fine to two years without fine.

The charge was laid under the Juvenile Delinquents Act, 1929, sec. 33:—

that he did . . . knowingly or wilfully do an act or acts producing, promoting or contributing to . . . a child, being or becoming a juvenile delinquent, or likely to make the said child a juvenile delinquent.

A juvenile is defined in the Act as a child under 16 years of age or, if the proclamation declaring the Act in effect in any area so stipulates, under 18 years of age. In Manitoba, the Act applies to those under 18. Only in Alberta is the employment in restaurants of girls under 18 prohibited and in that province it is permitted with the parent's consent.

The accused and his brother operate a number of Winnipeg cafés, known as the Silver Grill, employing a number of girls as waitresses and cashiers, many of them juveniles. The juvenile involved came from the country to work for the accused. The evidence of six girls, called as witnesses for the Crown, showed that the accused used his authority to debauch his employees, if he could do so, or else discharged them. The Court of Appeal was satisfied that the accused over a period of years "used his position to compel the girls to submit to his sexual desires".

Evidence showed that the accused was a single man who had frequently registered at a hotel with a woman as his wife. Subsequently he had kept the same room continuously, and on numerous occasions for two years he had brought girls there. The evidence was so similar that it established a planned method and system of debauchery.

The appeal was based on the argument that evidence of similar offences by the accused was improperly admitted at the trial. Chief Justice McPherson held that there was ample evidence to warrant conviction even without taking into account any of the evidence objected to, but he declared further that on such a charge the whole background of conditions under which a juvenile worked was proper evidence.

Mr. Justice Dennistoun held, too, that the evidence of similar offences was not only admissible but relevant. With this opinion Mr. Justice Richards agreed. The accused might have been charged as an employer under the Criminal Code with the seduction of an employee, in which case the Court would have been restricted to the investigation of a single crime to the exclusion of other offences. But he was prosecuted in the Juvenile Court, which is a Court of morals as well as a Court of law. In this case the moral character of the

accused had a direct bearing on the charge laid in respect to a single act. *Rex v. Christakos*, (1946) 1 Western Weekly Reports 166.

Picket at Ford Company Plant Given Suspended Sentence

On January 10, 1946, in Essex County Court, Judge E. A. Shaunessy found a picket at the plant of the Ford Motor Company guilty of besetting and watching the premises contrary to Section 501 (f) of the Criminal Code. The accused was given a year's suspended sentence, ordered to pay the costs, to post a \$500 bond, to keep the peace and to report to the Chief Constable of Windsor once each month during the next year.

Section 501 of the Criminal Code reads in part:

Everyone is guilty of an offence punishable on indictment or on summary conviction . . . who, wrongfully and without lawful authority, with a view to compel any other person to abstain from doing anything which he has a lawful right to do or to do anything from which he has a lawful right to abstain, . . .

(f) besets or watches the house or other place where such other person resides or works or carries on any business or happens to be;

(g) attending at or near or approaching to such house or other place as aforesaid, in order merely to obtain or communicate information, shall not be deemed a watching or besetting within the meaning of this section.

The accused, a picket captain, was charged with ordering the pickets to prevent an office worker entering the plant on September 17, 1945. When asked by the Deputy Chief Constable to open up the picket line to permit the man to pass, the accused had told the constable to talk to the pickets himself, and there was evidence that he had told the men to close their ranks and keep walking.

Judge Shaunessy observed:—

I can see nothing wrong with a member of a picket line using peaceful persuasion on an employee about to enter his employer's premises to work, but, if force is used, or if any threat or threatening gesture is made, or if access to the premises is blocked by a member, such act is wrongful and without lawful authority, and a besetting or watching within the meaning and intent of Section 501 (f) of the Criminal Code . . .

While the accused did not, personally, block access, he counselled or procured others to do so, and is equally guilty. *Rex v. Russell N. Carruthers*, Essex County Court, January 10, 1946.

House of Lords Allows Appeal of Railway Company in Accident Case

The House of Lords by a 3 to 2 decision on January 21 allowed the appeal of the London and North-Eastern Railway Company from a

decision of the Court of Appeal awarding £1,500 damages to the plaintiff, the widow of a signal-fitter who had been killed by a train while oiling signal connections for the company (L.G. 1945, p. 1846). The Lord Chancellor and Lord Wright dissented.

The widow, in her action under the Fatal Accidents Act, had alleged a breach of a statutory duty on the part of the company since by the Railway Employment Prevention of Accident Rules, 1909, it was required to provide a good look-out for men at work "relaying or repairing the permanent way". The company at the trial had contended successfully that signal-fitters were not permanent way men and that the deceased had not been relaying or repairing the permanent way but oiling signal connections. The Court of Appeal, however, had reversed this decision, holding that "permanent way men" referred to men working in a place which was part of the permanent way and not to any technical division of classes of workmen which might be made by the company for its own convenience. The Court of Appeal held, too, that the deceased had been doing "repairing" work, since the word meant "maintaining in a state of efficiency".

The Lord Chancellor and Lord Wright agreed with the Appeal Court, but the three other members disagreed. Lord Porter and Lord Simonds held that the deceased was not engaged in "repairing" the permanent way while Lord Macmillan stated that, even if it was conceded that the deceased was working on "the permanent way", and he was not prepared to accept the limited sense in which the company used the word, he could not hold that he was "repairing" it since the work of oiling and cleaning could not be characterized as a work of repair. *London and North-Eastern Railway Company v. Berriman*. The Times Law Report, January 21, 1946.

English Court of Appeal Holds Employer Liable for Injury Resulting from Breach of Safety Rules

Allowing the appeal of an injured workman, the Court of Appeal on July 13, 1945, ruled that if there was a breach of a safety provision imposed on an occupier of a factory and a worker was injured in a way which would result from the breach, the onus of proof shifted to the occupier to say that the breach was not the cause. The case was reported in the *Ministry of Labour Gazette*, November, 1945.

The workman, a wood-carver, had often operated during the war a circular saw, but he was not a skilled operator and had not been

taught how to set and adjust the guard. The workman, named Vyner, lost part of a thumb and had his index finger cut by the saw. He brought an action for damages for personal injuries sustained as a result of a breach of statutory duty by his employers.

The trial judge found that the guard was kept at a height of 3½ inches contrary to Regulation 10 (c) of the Woodworking Machinery Regulations, 1922, which stipulates:—

The top of the saw shall be covered by a strong and easily adjustable guard with a flange at the side of the saw farthest from the fence. The guard shall be kept so adjusted that the said flange shall extend below the roots of the teeth of the saw. The guard shall extend from the top of the riving knife to a point as low as practicable at the cutting edge of the saw.

The riving knife, it was also found, was not "strong, rigid and easily adjustable" as required by the Regulations, and the defendants had never expressly delegated to Vyner or anyone else the duty of maintaining the guard at the proper level or of adjusting it to enable the work to be carried on without "unnecessary risk" as required by Regulation 21.

The defendants alleged contributory negligence but here, too, the trial judge found in the plaintiff's favour. The plaintiff, he believed, was using the "double cut" method which was the right one, and not the "single cut" method as alleged. It was not known exactly how the accident occurred and the trial judge dismissed the plaintiff's claim.

The Court of Appeal, while accepting the trial judge's finding of fact, held (in the words of the Gazette summary):—

that if there was a definite breach of a safety provision imposed on an occupier of a factory and a worker was injured in a way which would result from the breach, the onus of proof shifted to the occupier to say that the breach was not the cause. They thought that this principle lay at the very basis of statutory rules of absolute duty.

The Court came to the conclusion that nothing short of a definite delegation of authority and duty in regard to maintenance to a person properly qualified and instructed could absolve the occupier from his duties under Regulations 10 and 21. If there had been any real but unexpressed delegation of authority to the plaintiff to perform the defendants' statutory duties, there would certainly have been some reprimand of him for not seeing that those duties were properly performed. The truth was that the defendants did not take the trouble to ascertain what kind of guard was required by the statutory rules or did not care whether they were broken. If so, it would be absurd to draw an inference that their responsibility had in the present case been shifted by delegation on to the shoulders of the plaintiff. *Vyner v. Waldenberg Brothers Limited*, Court of Appeal, July 13, 1945.

Strikes and Lockouts

Strikes and Lockouts in Canada During February, 1946

DURING February, strike activity in Canada continued at a low level. As compared with the previous month, there was a slight increase in the number of strikes recorded and in the number of workers involved, but the time loss in man-working days declined. Preliminary figures show 18 strikes in existence during February, 1946, involving 3,532 workers, with a time loss of 12,406 days, as compared with 12 strikes in January, 1946, involving 2,935 workers, with a time loss of 20,593 days. In February, 1945, there were 17 strikes, involving 5,023 workers, with a time loss of 6,656 days.

Preliminary figures for the first two months of this year show 28 strikes, involving 6,312 workers, with a time loss of 32,999 days, as compared with 33 strikes, involving 10,464 workers and a time loss of 38,593 days, for the same period last year.

Of the 18 strikes recorded for February, three resulted in favour of the workers, three

in favour of the employers, two were compromise settlements and one was indefinite, work being resumed pending final settlement. At the end of the month there were nine strikes recorded as unterminated, namely: composers, etc., at Winnipeg, Man., bakery workers at Halifax, N.S., clothing factory workers at Montreal, P.Q., hosiery mill workers at Sherbrooke, P.Q., electrical apparatus factory workers at Brockville, Ont., and Montreal, P.Q., metal factory workers at Niagara Falls, Ont., farm implement factory workers at London, Ont., foundry workers at Smiths Falls, Ont., and electrical apparatus factory workers at Toronto, Ont.

The record does not include minor strikes such as are defined in another paragraph, nor does it include strikes as to which information has been received, indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated.

STRIKES AND LOCKOUTS IN CANADA, JANUARY-FEBRUARY, 1945-1946†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com- mencing During Month	In Existence	Com- mencing During Month	In Existence	In Man- Working Days	Per 1,000 Available Work Days
January, 1946*.....	12‡	12	2,935‡	2,935	20,593	0.28
February, 1946*.....	16	18	3,377	3,532	12,406	0.17
Cumulative totals.....	28		6,312		32,999	0.23
January, 1945.....	17‡	17	5,452‡	5,452	31,937	0.44
February, 1945.....	16	17	5,012	5,023	6,656	0.09
Cumulative totals.....	33		10,464		38,593	0.27

* Preliminary figures. ‡ Strikes unterminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

STRIKES AND LOCKOUTS IN CANADA DURING FEBRUARY, 1946⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars ⁽²⁾
	Establish- ments	Workers		

Strikes and Lockouts in Progress Prior to February, 1946

MANUFACTURING— <i>Vegetable Foods—</i> Flour mill workers, Seaforth, Ont.	1	35	150	Commenced January 22; for increased wages following reduction in hours from 10 to 8 per day; terminated February 12; return of workers and replacement; in favour of employer.
<i>Printing and Publishing—</i> Compositors, etc., Winnipeg, Man.	2	120	2,500	Commenced November 8; for a new agreement providing for increased wages and other conditions; unterninated.

Strikes and Lockouts in Progress During February, 1946

MANUFACTURING— <i>Vegetable Foods—</i> Bakery workers, Halifax, N.S.	1	40	640	Commenced February 11; for a union agreement; unterninated.
<i>Textiles, Clothing, etc.—</i> Hosiery mill workers, Sherbrooke, P.Q.	1	400	700	Commenced February 5; for increased wages; terminated February 6; return of workers; indefinite, see strike February 18.
Clothing factory workers, Montreal, P.Q.	1	(³) 26	350	Commenced February 13; against dismissal of two workers allegedly for union activity; unterninated.
Hosiery mill workers, Sherbrooke, P.Q.	1	(⁴) 480	4,800	Commenced February 18; for increased wages; unterninated.
Metal Products— Foundry workers, Sackville, N.B.	1	(⁵) 22	55	Commenced February 11; for revision of piece-work schedule; terminated February 13; negotiations; compromise.
Electrical apparatus factory workers, Hamilton, Ont.	1	(⁶) 192	24	Commenced February 13; for a new agreement providing for increased wages, reduced hours, check-off, etc.; terminated February 13; return of workers; in favour of employer.
Automotive parts factory workers, Oshawa, Ont.	1	85	45	Commenced February 13; alleged discrimination in dismissal of two workers; terminated February 13; negotiations; in favour of workers.
Silverware factory workers, Toronto, Ont.	1	(⁷) 48	48	Commenced February 14; against discharge of a worker for infraction of company rules; terminated February 14; conciliation, provincial; in favour of workers.
Electrical apparatus factory workers, Brockville, Ont., and Montreal, P.Q.	2	926	2,300	Commenced February 19; for a new agreement providing for closed shop, increased wages, reduced hours, etc.; unterninated.
Metal factory workers, Niagara Falls, Ont.	1	(⁸) 33	100	Commenced February 25; for a union agreement providing for union shop, check-off, etc.; unterninated.
Electrical apparatus factory workers, Georgetown and Leaside, Ont.	2	800	200	Commenced February 26; for a new agreement providing for union shop, increased wages, reduced hours, etc.; terminated February 28; return of workers; in favour of employers.

STRIKES AND LOCKOUTS IN CANADA DURING FEBRUARY, 1946 (1)—*Concluded*

Industry, Occupation and Locality	Number Involved		Time Loss in Man-Working Days	Particulars (2)
	Establishments	Workers		
Strikes and Lockouts in Progress During February, 1946—Concluded				
MANUFACTURING—Con.				
<i>Metal Products—Con.</i>				
Farm implement factory workers, London, Ont.	1	35	70	Commenced February 27; for a new agreement providing for increased wages, reduced hours, vacations with pay, etc.; un-terminated.
Foundry workers, Smiths Falls, Ont.	1	108	81	Commenced February 28; against dismissal of a worker; un-terminated.
Electrical apparatus factory workers, Toronto, Ont.	1	104	78	Commenced February 28; for retroactive payment of incentive bonus under negotiations; un-terminated.
TRANSPORTATION—				
<i>Other Local and Highway—</i>				
Taxi drivers, Timmins, Ont.	4	61	200	Commenced February 11; for increased wages and reduced hours; terminated February 14; conciliation, provincial; compromise.
TRADE—				
Coal handlers, Saint John, N.B.	1	17	65	Commenced February 4; against dismissal of a worker for refusal to work overtime; terminated February 7; conciliation, federal; in favour of workers.

(1) Preliminary data based where possible on direct reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of the commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) 28 indirectly affected; (4) 45 indirectly affected; (5) 243 indirectly affected; (6) 39 indirectly affected; (7) 30 indirectly affected; (8) 81 indirectly affected.

Strikes and Lockouts in Great Britain and Other Countries

The latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month, bringing up to date that given in the March, 1945, issue in review "Strikes and Lockouts in Canada and Other Countries". The latter includes a table summarizing the principal statistics as to strikes and lockouts since 1919 in the various countries for which such figures are available, but many countries are no longer reporting, due to unsettled conditions following the war. Statistics given in the annual review and in this article are taken as far as possible from the government publications of the various countries concerned.

Great Britain and Northern Ireland

The British Ministry of Labour Gazette publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in December, 1945, was 130, and 21 were still in progress from the previous month, making a total of 151 during the month. There were 21,600 workers involved and a time loss of 87,000 working days was caused.

Of the 130 stoppages which began during December, 11 arose out of demands for advances in wages; 46 over other wage questions; six on questions as to working hours; eight on questions respecting the employment of particular classes or persons; 54 on other questions respecting working arrangements; three on questions of trade union principle; and two were in support of workers involved in other disputes.

Australia

Preliminary figures for the second quarter of 1945 show 226 work stoppages. The number of workers involved, both directly and indirectly, was 69,476 and the time loss was 261,716 work days.

United States

Preliminary figures for January, 1946, show 325 strikes and lockouts beginning in the month, in which 1,400,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 19,200,000. Figures available for December, 1945, show an estimated time loss of 7,500,000 man days.

Strikes and Lockouts in Canada During 1945

THE number of strikes and lockouts in existence in Canada during 1945 was about the same as in 1944 but was lower than in any of the preceding three years. The number of workers involved, while somewhat greater than in 1944, was less than one-half the number in 1943 and materially lower than in 1942. The loss of working time was much greater than in any recent year and was about three times the loss in 1944.

During the year the number of strikes and lockouts was 197, in which 96,068 workers were involved, and a time loss of 1,457,420 man-working days was caused. During 1944, the number of strikes was 199, involving 75,290 workers, with a time loss of 490,139 days.

About 33 workers in every 1,000 were involved in strikes during 1945, as compared with 25 in 1944; 72 in 1943; 39 in 1942; 33 in 1941; 27 in 1940; and 20 in 1939.

The total amount of idleness due to strikes in 1945 was about one and two-thirds days in every 1,000 days of working time. Comparative figures are: 1944, one-half day; 1943, 1.1 days; and for each of the two preceding years about one-half day.

The great majority of strikes were settled within a few days and while these involved a large proportion of the workers, the time loss was not substantial. Fifty-eight strikes were of one day's duration or less. One hundred and fifty-two, or more than three-quarters of the total, were of less than five days' duration and caused only five per cent of the total time loss. On the other hand, one strike, involving 10,000 workers in the manufacture of motor vehicles at Windsor, Ont., was in progress from September 12 to December 29. This strike alone caused more than 900,000 days of time loss and with the resulting sympathy strikes, more than one million days were lost. Another strike of coal miners in Alberta and British Columbia, which did not involve any dispute with the employers but was in protest against meat rationing, increased the time loss by 150,000 man-days. A total loss of more than 1,200,000 days resulted from these two strikes.

During recent years more idleness has resulted from strikes in manufacturing than in all other industries. In this group, which has experienced a great expansion in employment since 1939, 85 per cent of the total time loss occurred. Strikes in coal mining caused about 13 per cent of the idleness due to strikes in 1945. In nine of the years between 1901 and 1925, more lost time resulted from strikes in this industry than in all others combined. Since 1925 this condition has occurred in only one year.

Questions involving increases in wages caused about 25 per cent of the strikes during the year but the resulting time loss was less than five per cent of the total. Under present legislation demands for increases in wages must be referred to the National or Regional War Labour Boards.

Since the passing of the Wartime Labour Relations Regulations in 1944, recognition of the union has not been an important cause of strikes. Union questions of various kinds, including demands for closed or union shop, maintenance of membership, check-off, etc., caused 39 strikes, which resulted in about two-thirds of the time loss during the year.

The settlement of 100 strikes during the year was brought about by various government agencies. Forty-seven were settled by conciliation alone and this was a factor in securing settlements in 34 additional strikes which were referred to various Boards or to arbitration.

Compilation of Statistics

Since its establishment toward the end of 1900 the Department of Labour has maintained a record of strikes and lockouts in Canada, publishing in the *LABOUR GAZETTE* each month a complete list of those in progress, so far as available, with particulars as to the nature and result of each strike. Early in each year a review of the previous year has been given, including statistical tables analysing the data, and since 1912 including a complete list of the disputes on record during the year. As the monthly statements in the *LABOUR GAZETTE* are necessarily of a preliminary nature the annual review constitutes the revised record for the year. A special report on "Strikes and Lockouts in Canada, 1901 to 1912", issued in 1913, contained a complete list of strikes and lockouts for that period with analytical tables. The annual reviews in the *LABOUR GAZETTE* have brought the lists of strikes and lockouts and analytical tables down to date each year.

The annual review for 1930 appearing in the *LABOUR GAZETTE*, February, 1931, included summary tables back to 1901, the result of a revision of the record on the basis of the classification of industries adopted by the Dominion Bureau of Statistics and other government departments for official statistics. This classification had been used for strikes and lockouts since 1921, and it was advisable to have the record for earlier years on the same basis. Other revisions to secure uniformity throughout the whole period were also made.

The record of the Department includes lockouts as well as strikes but a lockout, or an

industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical tables, therefore, strikes and lockouts are recorded together.

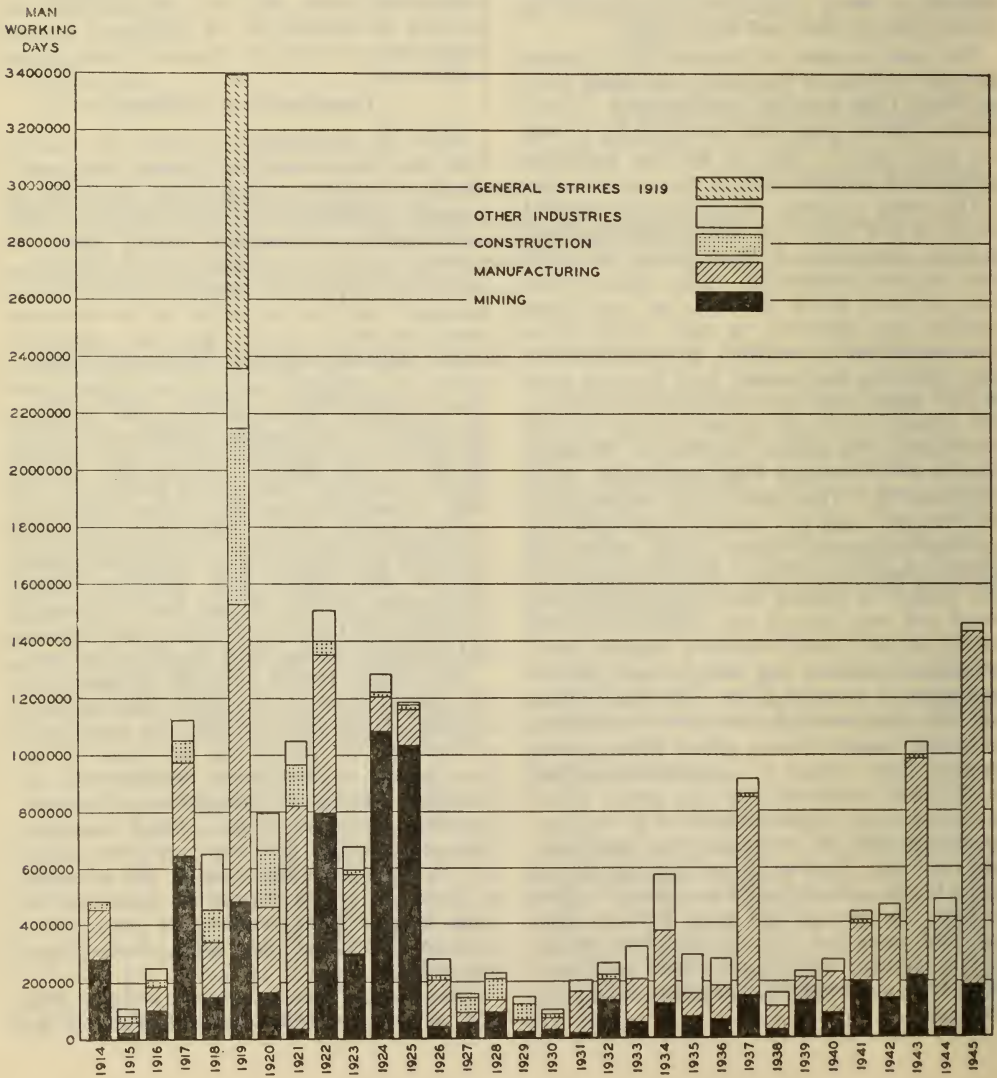
A strike or lockout included as such in the records of the Department, is a cessation of work involving six or more employees and lasting one working day or more. Strikes of less than one day's duration and those involving less than six employees have not been included in the published record unless a time loss of 10 days or more is caused. A separate record of such strikes involving less than 10 days' time loss is maintained in the Department. During 1945 there were 11 such strikes involving 291 workers and causing a time loss of 56 man days. In 1944,

eight were recorded involving 388 employees and causing a loss of 39 days.

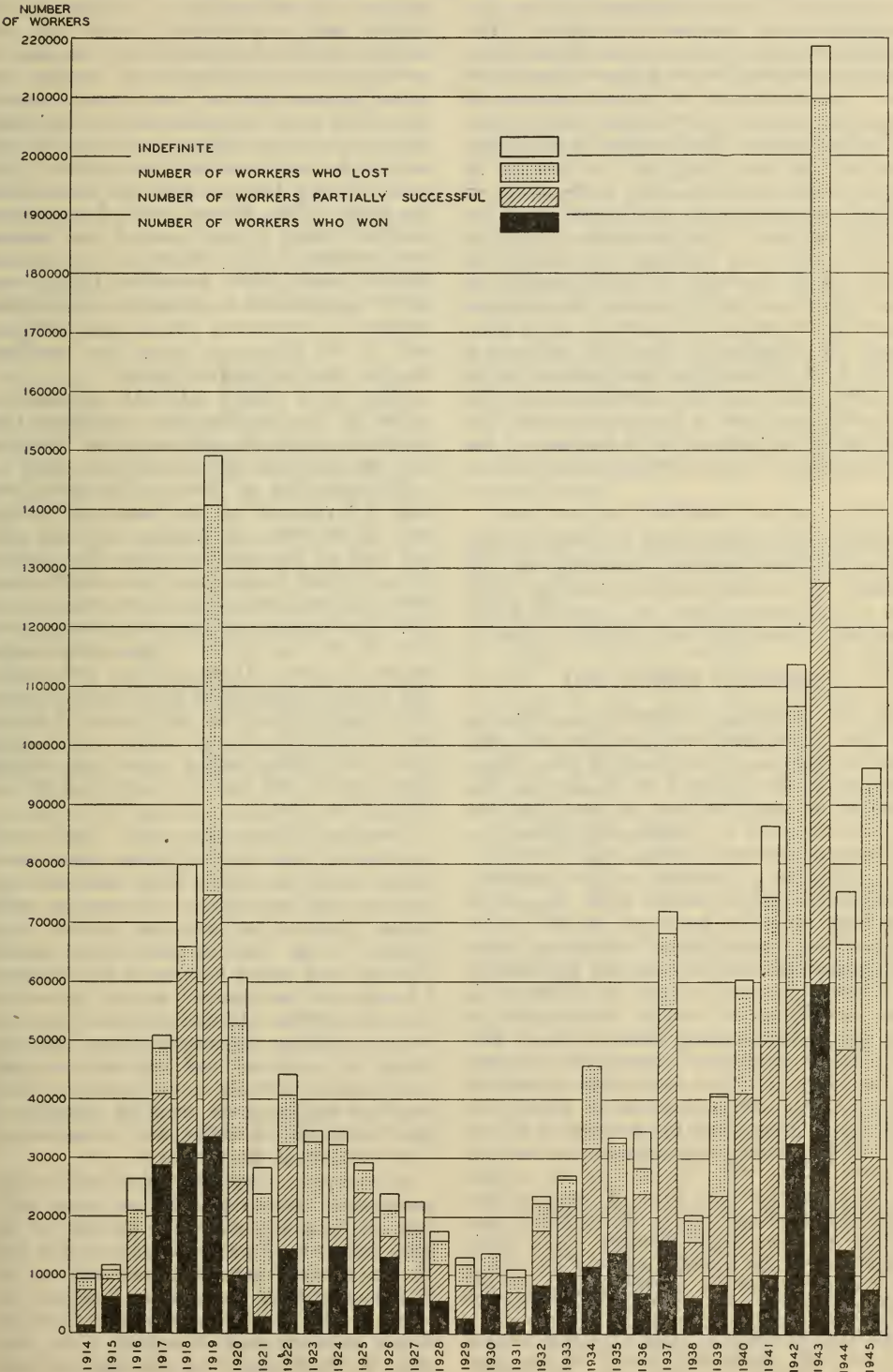
In Tables I and X the number of employers involved is given. In strikes which involve large numbers of shops or factories, clothing, fur, furniture, etc., or building construction jobs, logging and fishing operations, etc., only the approximate number of employers is usually reported.

The figures in this report are inclusive of all strikes which come to the knowledge of the Department, and the methods taken to secure information practically preclude probability of omissions of a serious nature. As to duration of strikes, numbers of employees concerned, etc., it is not always possible to secure exact information but the estimate

LOSS IN MAN-WORKING DAYS THROUGH STRIKES AND LOCKOUTS BY GROUPS OF INDUSTRIES EACH YEAR 1914-1945



RESULTS OF STRIKES AND LOCKOUTS ACCORDING TO NUMBER OF WORKERS INVOLVED EACH YEAR 1914-1945



made in such cases is the result of painstaking methods in the collection of data, and it is believed that the statistics indicate the conditions with reasonable precision. The estimate of time loss is reached by multiplying the number of working days during which each strike lasted by the number of employees directly involved from time to time so far as known. The number of employees recorded for each strike is the number of those directly involved, that is on strike or locked out, and does not include those indirectly affected. The figures in the tables as to workers are therefore the number of those directly involved. In recent years, when the information was available, the numbers indirectly affected, if important, have been shown in footnotes to Table X, which is a detailed list of the strikes and lockouts during the year. The workers indirectly affected in each strike are those in the establishment who are unable to continue work because of the stoppage but not participating in the strike.

Charts

The accompanying charts show the results of strikes and lockouts according to the numbers of workers involved and the time loss in man-working days by groups of industries each year, for the period of 1914 to 1945.

Analysis of Statistics, 1945

In the following paragraphs is given an analysis of the statistics of strikes and lockouts in Canada as shown under the various headings in the Tables I to X. In this discussion the word "strikes" is used for convenience in place of "strikes and lockouts".

Principal Statistics Since 1901, Table I.—This table is a summary of the principal statistics for the period for which the record has been compiled, beginning in 1901. The table shows the number of strikes and lockouts beginning in each year, and the number in existence during the year, the difference in each case being the number carried over at the end of the previous calendar year. The approximate number of employers involved in all strikes, as well as the number of workers involved, and the time loss, is given. In addition to these data, the number of strikes in existence during each year in coal mining is given, along with the number of workers involved and the time loss. A study of the latter figures reveals that a few strikes in coal mining in some years account for a large proportion of the workers involved and for a still larger proportion of the resulting time loss.

Workers Involved, Table II.—This record for the year shows that nearly 50 per cent of the strikes had fewer than 100 workers in

each case. The total number of workers involved in this group was only about four per cent of the number of workers in all strikes, and caused slightly more than one per cent of the total time loss. Another 40 per cent of the strikes, 79 in number, involved between 100 and 1,000 workers in each case. The total number of workers in these, slightly more than 25,000, was about 27 per cent of the total number in all strikes. The resulting time loss was only 6.2 per cent of the total. Thus 88 per cent of the strikes involved about 30 per cent of the workers and resulted in 7.3 per cent of the idleness due to strikes, while the other 12 per cent of the strikes, those involving more than 1,000 workers in each case, caused nearly 93 per cent of the idleness or more than 12 times the loss in all the other strikes.

Time Loss, Table III.—An analysis of strikes by the resulting time loss, shows that in two-thirds of the strikes during 1945, the loss was less than 500 man-days in each.

The total loss of time in this group was only 1.3 per cent of the loss in all strikes and the number of workers involved 12.6 per cent of the total number. Ten strikes, each of which caused more than 10,000 man-days of loss, involved 41.5 per cent of the total number of workers and caused more than 90 per cent of the idleness from strikes during the year. Three of these, each with a loss of more than 50,000 days, involved more than one-quarter of the workers in all strikes and caused 83.8 per cent of the total loss of time. One strike caused more than 900,000 man-days of lost time or more than 60 per cent of the total.

Duration, Table IV.—More than three-quarters of the strikes during 1945 were settled within five days. These involved more than one-half the workers who were on strike during the year but the time loss was only about five per cent of the total. Another 10.7 per cent lasted between 5 and 10 days; 3.6 per cent between 10 and 15 days; 1.5 per cent between 15 and 20 days; and 2.5 per cent between 20 and 25 days. Only five strikes, 2.5 per cent of the total number, lasted more than 25 days each but these involved slightly more than 18 per cent of the workers in all strikes and caused nearly three-quarters of the time loss.

By Provinces, Table V.—More strikes were recorded in Ontario than in any other province. Seventy-one strikes, 36 per cent of the total, which involved more than 46 per cent of the workers, and 80.6 per cent of the total loss of time, occurred in this province. Most of this time loss was due to a few strikes, including that of workers in the Ford plant at Windsor and the resulting sympathy strikes. Thirty-eight work stoppages were

recorded in Quebec and 35 in Nova Scotia. These accounted for 2 per cent and 2.4 per cent, respectively, of the total time loss. More than one-half the strikes in Nova Scotia occurred in coal mining. Seventeen strikes were recorded in Alberta and 10 in British Columbia, but these did not involve large numbers of workers nor cause great time loss. However, an interprovincial strike, involving 9,000 coal miners in these two provinces, caused more than 10 per cent of the total time loss in Canada due to strikes. No strikes were recorded in Prince Edward Island. There were only two recorded in Saskatchewan and one in the Northwest Territories. Eleven strikes were recorded in Manitoba, which accounted for only .4 per cent of the total time loss.

Industries, Table VI.—During recent years strike activity has been greater in the manufacturing group of industries than in all others combined. In nine of the years between 1901 and 1925 more idleness resulted from disputes in coal mining than in all other industries but this has been the case in only one year since that time, namely in 1932. These two industries combined accounted for about 85 per cent of the total number of strikes, about 95 per cent of the workers involved, and 97.6 per cent of the idleness resulting from all strikes during 1945.

Strikes in the manufacturing group alone numbered 126, or about two-thirds of the total number. These also involved about two-thirds of the workers in all strikes and caused 85 per cent of the total time loss. By far the most important strike of the year occurred in the manufacture of motor vehicles. This strike involved 10,000 workers and caused a loss of 915,000 man-days. The time loss from this strike and resulting sympathy strikes amounted to more than one million days. Other strikes in this group which caused substantial idleness were: bakery workers at Toronto; two strikes in the manufacture of tires at Toronto and Kitchener; meat packing plant workers at Toronto and sympathy strikes in other packing plants. Very few strikes were recorded in ship-building, indicating a marked improvement in industrial relations as compared with the two preceding years, in each of which 10 and 15 per cent of the total time loss was recorded in this industry.

There were no important strikes during the year in mining, other than in coal mining. One strike of coal miners in Alberta and British Columbia involved 9,000 workers and caused about 10 per cent of the loss in all industries during the year.

The only strike of importance in transportation and public utilities involved 2,500

street and electric railway employees in Vancouver, Victoria and New Westminster, B.C., and caused 24,500 days of lost time.

Seven strikes were recorded in construction, four in trade, and six in service, while there was none recorded in agriculture, logging, fishing and trapping, or in finance.

Causes and Results, Table VII.—About one-quarter of the strikes during 1945 were caused by demands for increases in wages. This is about the same proportion as in each of the two preceding years. The 50 strikes caused by wage questions involved a total of slightly more than 15,000 workers, about one-sixth of the number in all strikes, and caused more than 65,000 days of idleness or about 4.5 per cent of the total during the year. The workers obtained their demands in 13 cases, they made compromise settlements in 18 cases, while in 17 cases they were unsuccessful. Under P.C. 9384, all demands for increases in wages and in connection with vacations with pay must be referred to National or Regional War Labour Boards.

About one-third the total number of strikes were included in the category "other causes affecting wages and working conditions". The resulting time loss was only a small fraction of the total.

Union questions of various kinds caused 39 strikes or about one-fifth of the total number. The resulting time loss was about two-thirds of the total, as it included the strike of motor vehicle workers at Windsor, Ont., for union shop, check-off, etc. In 12 cases the workers obtained their demands but were unsuccessful in 10, while in nine others the settlement was a compromise or a partial success for the workers.

The nine sympathy strikes include those in connection with meat packing plant workers at Toronto and with the strike of motor vehicle workers at Windsor, Ont. The five strikes listed as "unclassified" as to cause include that of 9,000 coal miners in Alberta and British Columbia in protest against meat rationing.

Of the total of 197 strikes during 1945, the workers achieved their demands in 38 cases, a compromise settlement was arrived at in 51 cases, while in 95 others they were unsuccessful. Ten strikes were indefinite in result and three were unteminated at the end of the year.

Industries and Methods of Settlement, Table VIII.—The settlement of 100 strikes during the year, involving about 42,000 workers, was obtained through various government agencies, federal and provincial, that is through government conciliation, by reference to Labour Boards, Labour Courts, arbitration, etc. Of these 100 strikes, 47 were

settled by conciliation, federal in 21 cases and provincial in 25. Thirty-nine were referred to War Labour Boards, Labour Courts, etc., and 14 were settled by arbitration. In the 53 cases referred to various boards for final settlement, work was resumed following federal conciliation in eight cases, provincial conciliation in 25 cases and direct negotiations between the parties in five cases.

Conciliation was a factor in the settlement of 81 strikes during the year, of which 29 were federal, 50 provincial and two were municipal.

Thirty-three strikes were settled by direct negotiations; 59 by the return of workers, two by replacement, and three were un-terminated at the end of the year.

TABLE I.—STRIKES AND LOCKOUTS IN CANADA BY YEARS, 1901-1945

Year	Number Beginning During the Year	Strikes and Lockouts in Existence During Year									
		All Industries				Coal Mining			Industries other than Coal Mining		
		Number of Strikes and Lock-outs	Number of Em-ployers	Number of Workers Involved	Time Loss in Man-Working Days	Number of Strikes and Lock-outs	Number of Workers Involved	Time Loss in Man-Working Days	Number of Strikes and Lock-outs	Number of Workers Involved	Time Loss in Man-Working Days
1901.....	97	99	285	24,089	737,808	2	1,760	7,040	97	22,329	730,768
1902.....	124	125	532	12,709	203,301	3	510	10,120	122	12,199	193,181
1903.....	171	175	1,124	38,408	858,959	7	5,410	173,441	168	32,993	685,518
1904.....	103	103	591	11,420	192,890	4	184	792	99	11,236	192,098
1905.....	95	96	332	12,513	246,138	10	5,564	101,770	86	6,949	144,368
1906.....	149	150	965	23,382	378,276	13	4,549	146,622	137	18,833	231,654
1907.....	183	188	950	34,060	520,142	13	8,990	102,824	175	25,070	417,318
1908.....	72	76	178	26,071	703,571	7	3,541	13,600	69	22,530	689,971
1909.....	88	90	372	18,114	880,663	13	8,618	720,180	77	9,496	160,483
1910.....	94	101	1,233	22,203	731,324	3	2,950	485,000	98	19,253	246,324
1911.....	99	100	533	29,285	1,821,084	6	9,890	1,513,320	94	19,395	307,764
1912.....	179	181	1,321	42,860	1,135,786	2	2,243	107,240	179	40,617	1,028,546
1913.....	143	152	1,077	40,519	1,036,254	4	4,837	562,025	148	35,682	474,229
1914.....	58	63	261	9,717	490,850	3	2,500	280,800	60	7,217	210,050
1915.....	62	63	120	11,395	95,042	9	2,753	11,907	54	8,642	83,135
1916.....	118	120	332	26,538	236,814	8	11,270	72,387	112	15,268	164,427
1917.....	158	160	758	50,255	1,123,515	21	17,379	584,890	139	32,876	538,625
1918.....	228	230	782	79,743	647,942	46	22,920	130,696	184	56,823	517,246
1919.....	332	336	1,967	148,915	3,400,942	20	10,130	383,659	316	138,785	3,017,283
1920.....	310	322	1,374	60,327	799,524	35	12,128	99,920	287	48,199	699,604
1921.....	159	168	1,208	28,257	1,048,914	10	1,456	31,318	158	26,801	1,017,596
1922.....	89	104	732	43,775	1,528,661	21	26,475	798,548	83	17,300	730,113
1923.....	77	86	450	34,261	671,750	23	20,814	299,539	63	13,447	372,211
1924.....	64	70	435	34,310	1,295,054	15	21,201	1,089,484	55	13,109	205,570
1925.....	86	87	497	28,949	1,193,281	17	18,672	1,040,276	70	10,277	153,005
1926.....	75	77	512	23,834	266,601	16	8,445	35,193	61	15,389	231,408
1927.....	72	74	480	22,299	152,570	20	16,653	53,833	54	5,646	98,737
1928.....	96	98	548	17,581	224,212	14	5,033	88,000	84	12,548	136,212
1929.....	88	90	263	12,946	152,080	8	3,045	6,805	82	9,901	145,275
1930.....	67	67	338	13,768	91,797	15	6,228	24,183	52	7,540	67,614
1931.....	86	88	266	10,738	204,238	9	2,129	11,523	79	8,609	192,715
1932.....	111	116	497	23,390	255,000	33	8,540	132,766	83	14,850	122,234
1933.....	122	125	617	26,558	317,547	21	3,028	33,019	104	23,530	284,528
1934.....	189	191	1,100	45,800	574,519	26	11,461	91,459	165	34,339	483,060
1935.....	120	120	719	33,269	284,028	17	6,131	61,032	103	27,138	222,996
1936.....	155	156	709	34,812	276,997	22	8,655	56,766	134	26,157	220,231
1937.....	274	278	630	71,905	886,393	44	15,477	112,826	234	56,428	773,567
1938.....	142	147	614	20,395	148,678	25	5,054	21,366	122	15,341	127,312
1939.....	120	122	243	41,038	224,588	48	31,102	111,274	74	9,936	113,314
1940.....	166	168	894	60,619	266,318	65	31,223	68,734	103	29,396	197,584
1941.....	229	231	658	87,091	433,914	45	38,136	109,069	186	48,955	324,845
1942.....	352	354	492	113,916	450,202	53	19,670	66,318	301	94,246	383,884
1943.....	401	402	651	218,404	1,041,198	†111	59,017	204,980	†294	159,387	836,218
1944.....	195	199	400	75,290	490,139	46	11,180	28,507	153	64,110	461,632
1945.....	196	197	418	96,068	1,457,420	39	27,422	183,102	158	68,646	1,274,318
Total.....	6,594	*6,745	*29,458	*1,941,796	30,176,924	*992	*544,373	10,268,153	*5,756	*1,397,423	19,908,771

* In this table figures for strikes and lockouts extending over the end of the year are counted more than once.

† Two protest strikes in Nova Scotia involved workers in various industries. The figures in these two totals do not add up to the number of strikes for the year, namely 402.

TABLE II.—STRIKES AND LOCKOUTS, 1945, BY NUMBER OF WORKERS INVOLVED

Number of Workers Involved	Strikes and Lockouts		Workers Involved		Time Loss	
	Number	Per Cent of Total	Number	Per Cent of Total	Man-Working Days	Per Cent of Total
Under 10.....	7	3.5	53	.0	152	.0
10 and under 50.....	54	27.4	1,452	1.5	5,971	.4
50 and under 100.....	33	16.8	2,273	2.4	10,053	.7
100 and under 500.....	62	31.5	12,982	13.5	55,272	3.8
500 and under 1,000.....	17	8.6	12,908	13.4	35,185	2.4
1,000 and over.....	24	12.2	66,400	69.2	1,350,787	92.7
Total.....	197	100.0	96,068	100.0	1,457,420	100.0

TABLE III.—STRIKES AND LOCKOUTS, 1945, BY TIME LOSS

Number of Man-Working Days Lost	Strikes and Lockouts		Workers Involved		Time Loss	
	Number	Per Cent of Total	Number	Per Cent of Total	Man-Working Days	Per Cent of Total
Under 100.....	65	33.0	3,619	3.8	3,046	.2
100 and under 500.....	65	33.0	8,493	8.8	15,786	1.1
500 and under 1,000.....	21	10.7	9,553	9.9	15,228	1.0
1,000 and under 10,000.....	36	18.3	34,647	36.0	92,370	6.3
10,000 and under 50,000.....	7	3.5	13,706	14.3	110,990	7.6
50,000 and over.....	3	1.5	26,050	27.2	1,220,000	83.8
Total.....	197	100.0	96,068	100.0	1,457,420	100.0

TABLE IV.—STRIKES AND LOCKOUTS, 1945, BY DURATION

Period of Duration	Strikes and Lockouts		Workers Involved		Time Loss	
	Number	Per Cent of Total	Number	Per Cent of Total	Man-Working Days	Per Cent of Total
Under 5 days.....	152	77.2	49,963	52.1	76,539	5.2
5 days and under 10.....	21	10.7	10,230	10.6	37,637	2.7
10 days and under 15.....	7	3.6	6,947	7.2	67,390	4.7
15 days and under 20.....	3	1.5	1,366	1.4	13,641	.9
20 days and under 25.....	5	2.5	9,327	9.8	156,908	10.7
25 days and over.....	5	2.5	17,471	18.1	1,084,875	74.4
Unterminated or carried over from previous year.....	4	2.0	764	.8	20,430	1.4
Total.....	197	100.0	96,068	100.0	1,457,420	100.0

TABLE V.—STRIKES AND LOCKOUTS, 1945, BY PROVINCES

Province	Strikes and Lockouts		Workers Involved		Time Loss	
	Number	Per Cent of Total	Number	Per Cent of Total	Man-Working Days	Per Cent of Total
Nova Scotia.....	35	17.8	17,994	18.7	34,935	2.4
Prince Edward Island.....	10	5.1	582	.6	3,793	.3
New Brunswick.....	38	19.3	10,843	11.3	28,507	2.0
Quebec.....	71	36.0	44,423	46.3	1,174,577	80.6
Ontario.....	11	5.6	400	.4	5,679	.4
Saskatchewan.....	2	1.0	47	.0	314	.0
Alberta.....	17	8.6	2,729	2.8	6,260	.4
British Columbia.....	10	5.1	4,503	4.7	34,975	2.4
Northwest Territories.....	1	.5	20	.0	30	.0
Interprovincial*.....	2	1.0	14,527	15.2	168,350	11.5
Total.....	197	100.0	96,068	100.0	1,457,420	100.0

* One strike in Alberta and British Columbia involved 9,000 coal miners and caused a time loss of 150,000 days; one strike in Ontario, Manitoba, Saskatchewan, Alberta and British Columbia involved 5,527 meat packing plant workers and caused a time loss of 18,350 days.

Months, Table IX.—Strike activity is often less during the first few months and the last few months of the year than during the intervening period. During 1945, the largest number of strikes in existence in any month occurred in July and August, with 27 each, and the smallest number in June and December, with 13 each. The number of workers involved in strikes in existence in

any month was greatest in November and smallest in June. The time loss was more than 400,000 days in both October and November but only slightly more than 5,000 days in June.

Table X.—The list of strikes and lockouts in existence during the year is recorded, with details as to causes, results, dates of commencement and termination, etc.

TABLE VI.—STRIKES AND LOCKOUTS, 1945, BY INDUSTRIES

Industry	Strikes and Lockouts		Workers Involved		Time Loss	
	Number	Per Cent of Total	Number	Per Cent of Total	Man-Working Days	Per Cent of Total
Agriculture						
Logging						
Fishing and trapping						
Mining, etc. (1)	42	21.3	27,892	29.0	183,498	12.6
Coal.....	39	19.8	27,422	28.5	183,102	12.6
Other.....	3	1.5	470	.5	396	.0
Electric light and power (1)						
Manufacturing	126	64.0	62,788	65.6	1,238,901	85.0
Vegetable foods, etc.....	2	1.0	802	.8	14,382	1.0
Tobacco and liquors.....	9	4.6	8,607	9.0	34,938	2.4
Rubber and its products.....	4	2.0	7,221	7.7	33,107	2.3
Animal foods.....	3	1.5	67	.0	420	.0
Boots and shoes (leather).....	3	1.5	344	.4	4,791	.3
Fur, leather and other animal products.....	13	6.6	4,355	4.6	10,282	.7
Textiles, clothing, etc.....	1	.5	278	.3	556	.0
Pulp, paper and paper products.....	5	2.5	283	.3	6,582	.5
Printing and publishing.....	7	3.6	1,868	1.9	8,022	.6
Miscellaneous wood products.....	64	32.5	36,196	37.7	1,117,117	76.7
Metal products.....	7	3.6	2,110	2.2	3,535	.2
Shipbuilding (2).....	7	3.6	557	.6	2,419	.1
Non-metallic minerals, chemicals, etc.....	1	.5	100	.1	2,750	.2
Construction (1)	7	3.6	380	.4	2,948	.2
Buildings and structures.....	5	2.6	325	.3	2,848	.2
Railway.....						
Bridge (1).....						
Highway.....	2	1.0	55	.1	100	.0
Canal, harbour, waterway.....						
Miscellaneous.....						
Transportation and public utilities	12	6.1	4,322	4.5	28,096	1.9
Steam railways.....	4	2.0	2,613	2.8	24,668	1.7
Electric railways and local bus lines.....	2	1.0	140	.1	504	.0
Other local and highway transport.....	3	1.6	1,386	1.4	2,525	.2
Water transport.....						
Air transport (3).....	1	.5	22	.0	88	.0
Telegraph and telephone.....	1	.5	100	.1	250	.0
Electricity and gas (1).....	1	.5	61	.1	61	.0
Miscellaneous.....						
Trade	4	2.0	445	.3	3,220	.2
Finance						
Service	6	3.0	241	.2	757	.1
Public administration (1).....	1	.5	28	.0	126	.0
Recreation.....	5	2.5	213	.2	631	.1
Business and personal.....						
Total	197	100.0	96,068	100.0	1,457,420	100.0

(1) Non-ferrous smelting is included with mining; electric light and power does not include undertakings mainly public utilities; erection of all large bridges is under bridge construction; water service is under public administration.

(2) Shipbuilding was included, prior to 1942, in construction; very few strikes occurred in shipbuilding between 1921 and 1941.

(3) No air transport group prior to 1943 as there were no strikes.

TABLE VII.—STRIKES AND LOCKOUTS, 1945, BY CAUSES AND RESULTS

Cause or Object	In Favour of Workers			In Favour of Employers			Compromise or Partially Successful			Indefinite or Unterminated			Total		
	Strikes and Lock-outs	Workers	Time Loss in Man-working Days	Strikes and Lock-outs	Workers	Time Loss in Man-working Days	Strikes and Lock-outs	Workers	Time Loss in Man-working Days	Strikes and Lock-outs	Workers	Time Loss in Man-working Days	Strikes and Lock-outs	Workers	Time Loss in Man-working Days
Wages	13	2,620	9,511	17	7,671	16,628	18	4,829	39,210	2	68	128	50	15,188	65,477
Increase in wages.....	12	2,578	9,448	16	5,322	9,628	17	4,768	39,149	2	68	128	47	12,736	68,353
Increase in wages and reduced hours.....	1	42	63										1	42	63
Increase in wages and other changes.....				1	2,349	7,000		61	61				1	61	61
Hours of labour—															
Reduced hours.....															
Increased hours.....															
Other causes affecting wages and working conditions (1).....	7	1,669	4,111	37	13,219	24,132	15	2,644	6,823	1	135	200	60	17,667	35,266
Union questions	12	2,705	10,151	10	3,186	18,981	9	12,020	977,001	8	2,356	31,650	39	20,267	937,733
Recognition of union (2).....	1	50	50	2	78	501							3	128	551
Collective agreements—															
First agreements, renewals and amendments.	5	1,109	4,587	1	126	170							2	272	875
Closed shop, union shop, maintenance of membership, check-off, etc.....															
Changes in wages and working conditions.....	4	420	3,339	1	270	1,750	5	11,658	925,935	4	1,904	24,445	10	13,832	952,130
Employment of union members only (3).....	1	1,076	2,100	6	2,712	16,560	3	352	826	2	180	6,330	6	600	9,669
Discharge of workers for union activity or membership.....	1	50	75				1	10	240				10	4,140	19,486
Union jurisdiction (4).....													2	60	315
To secure or maintain union wages and working conditions.....															
Other union questions.....															
Discharge of workers (5) (6).....	6	742	1,029	14	2,859	7,865	8	2,761	4,830	1	173	820	1	173	820
Employment of particular persons (5).....				3	384	778				1	31	31	29	6,393	13,755
Sympathy				9	23,649	183,661							3	384	778
Unclassified				5	12,247	169,630	1	100	250						
Total	38	7,736	24,802	95	63,215	421,675	51	22,354	978,114	13	2,763	32,829	137	96,065	1,457,420

(1) Including vacations with pay.

(2) Inter-union dispute caused one strike, involving 28 workers and caused a time loss of 126 days.

(3) Inter-union dispute caused 2 strikes, involving 636 workers and caused a time loss of 606 days.

(4) Union jurisdiction refers to disputes between unions as to the character or class of work which their respective members should perform, not to disputes re bargaining agency.

(5) Other than in connection with union questions.

(6) Including suspension and refusal to reinstatement.

TABLE VIII.—STRIKES AND LOCKOUTS, 1945, BY INDUSTRIES AND METHODS OF SETTLEMENT

Industry	Negotiations between Parties		Conciliation or Mediation		Reference to War Labour Boards, Labour Courts, etc.		Arbitration		Return of Workers		Replacement of Workers		Indefinite or Unterminated		Total	
	Strikes and Lock-outs	Workers	Strikes and Lock-outs	Workers	Strikes and Lock-outs	Workers	Strikes and Lock-outs	Workers	Strikes and Lock-outs	Workers	Strikes and Lock-outs	Workers	Strikes and Lock-outs	Workers	Strikes and Lock-outs	Workers
Agriculture																
Logging																
Fishing and trapping																
Mining, etc.	10	3,027	4	2,919					28	21,916					42	27,892
Manufacturing	17	3,146	39	6,701	23	8,054	13	20,469	30	23,671	1	9	3	738	126	62,788
Clothing, textiles and leather (?).....	1	5	6	724	4	2,492	4	988	3	358	1	1			19	4,706
Metal.....	12	1,704	19	3,123	11	2,119	2	10,173	20	19,072					64	36,196
Shipbuilding (?).....	1	21	4	1,656	1	175			1	238					7	2,110
Other.....	3	1,416	10	1,193	7	3,268	7	3,308	6	3,793			3	738	36	19,716
Construction	2	162			5	218									7	380
Transportation and public utilities	3	198	2	350	5	2,677	1	97	1	1,000					12	4,322
Trade	1	175	1	186	2	84									4	445
Finance																
Service			1	32	4	200					1	9			6	241
Miscellaneous																
Total	33	6,708	(3)47	10,188	(4)39	11,233	(5)14	20,566	59	46,617	2	18	3	738	197	96,068

(1) Textiles, clothing, etc.; furs, leather and other animal products; boots and shoes, leather.

(2) Shipbuilding was included prior to 1942 under construction; there were very few strikes in shipbuilding between 1921 and 1941.

(3) Federal in 21 cases; provincial, 25; civic, 1.

(4) Preceded by conciliation in 21 cases (federal 5; provincial 16) and negotiations in 5 cases; referred to National Selective Service in one case; Federal Government assumed control in one case.

(5) Preceded by conciliation in 13 cases (federal 3; provincial 9; civic, 1).

TABLE IX.—STRIKES AND LOCKOUTS, 1935-1945, BY MONTHS

Month	Number of Strikes and Lockouts Beginning in Month										
	1935	1936	1937	1938	1939	1940	1941	1942	1943	1944	1945
January.....	10	4	13	18	10	5	12	12	32	22	16
February.....	2	8	11	7	5	11	6	20	27	18	16
March.....	8	15	19	12	4	10	12	14	25	11	22
April.....	10	10	32	10	6	15	30	17	35	12	15
May.....	20	10	29	9	11	19	30	28	35	24	13
June.....	9	12	27	17	8	12	28	50	53	22	12
July.....	19	11	33	11	9	21	26	61	33	22	25
August.....	10	29	31	17	17	20	28	53	46	22	19
September.....	12	17	25	6	14	13	24	35	35	9	16
October.....	8	15	22	25	21	21	18	25	36	14	14
November.....	10	11	22	5	8	10	8	25	24	10	21
December.....	2	13	10	5	7	9	7	12	20	9	7
Year.....	120	155	274	142	120	166	229	352	401	195	196

Month	Number of Strikes and Lockouts in Existence During Month										
	1935	1936	1937	1938	1939	1940	1941	1942	1943	1944	1945
January.....	10	5	17	23	12	7	14	14	33	26	17
February.....	8	8	18	9	8	13	9	21	31	20	17
March.....	13	15	21	14	7	12	13	18	27	14	23
April.....	14	17	37	14	6	19	35	20	37	12	15
May.....	25	14	46	15	13	23	34	32	40	25	15
June.....	15	15	41	22	13	14	32	55	59	23	13
July.....	26	13	41	16	10	21	29	68	39	23	27
August.....	18	36	43	22	18	22	35	59	50	26	27
September.....	13	27	32	15	17	15	29	43	38	9	17
October.....	16	19	32	32	27	22	23	26	38	14	18
November.....	16	17	27	9	14	13	12	26	28	12	24
December.....	8	20	17	8	12	10	9	15	22	11	13
Year.....	*120	*156	*278	*147	*122	*168	*231	*354	*402	*199	*197

Month	Number of Workers Involved in New Strikes and Lockouts										
	1935	1936	1937	1938	1939	1940	1941	1942	1943	1944	1945
January.....	4,832	175	4,820	2,042	1,164	732	1,610	852	19,740	4,839	5,426
February.....	34	3,071	856	1,547	1,818	2,599	1,618	1,507	2,611	8,737	5,012
March.....	2,989	2,272	5,586	2,103	424	1,775	1,108	3,432	16,688	1,612	4,770
April.....	2,564	999	11,696	2,795	315	12,629	20,004	7,272	32,292	14,384	4,622
May.....	4,235	3,658	6,035	1,090	3,519	8,327	5,462	5,512	7,210	9,481	3,242
June.....	4,740	956	3,688	1,897	1,746	4,826	6,918	15,740	21,765	5,840	2,773
July.....	3,232	4,048	5,624	1,012	4,415	8,563	21,500	17,048	14,205	9,229	11,738
August.....	5,143	9,576	15,315	2,134	10,623	6,894	8,878	20,156	35,346	9,085	8,509
September.....	3,852	4,187	5,558	915	7,434	2,746	8,352	12,875	9,797	1,024	19,635
October.....	676	1,794	4,849	2,494	5,649	8,102	4,718	6,062	6,092	4,260	6,737
November.....	737	1,076	4,297	407	2,920	2,339	3,769	20,262	17,459	1,380	20,924
December.....	235	2,350	2,216	133	839	903	3,088	1,185	35,049	2,117	2,654
Year.....	33,269	34,762	70,540	18,569	40,866	60,435	87,025	111,903	218,284	71,989	96,042

Month	Number of Workers Involved in All Strikes and Lockouts in Existence										
	1935	1936	1937	1938	1939	1940	1941	1942	1943	1944	1945
January.....	4,832	225	6,185	3,868	1,336	916	1,676	2,865	19,860	8,140	5,452
February.....	1,551	3,071	2,236	1,627	2,622	3,041	1,819	3,007	5,239	8,782	5,023
March.....	3,303	2,872	5,826	2,258	1,598	1,981	1,189	3,777	16,993	1,669	4,800
April.....	4,429	1,909	12,771	2,871	315	13,839	20,460	7,483	32,496	14,384	4,622
May.....	5,923	3,928	10,393	1,741	3,728	8,590	5,975	6,507	15,306	22,827	3,336
June.....	5,531	1,060	7,531	2,516	2,355	6,837	7,547	16,275	23,321	5,980	2,926
July.....	6,339	4,082	7,083	1,428	4,420	8,563	22,170	21,736	15,679	9,571	11,975
August.....	5,684	9,884	18,556	2,375	11,823	6,923	13,314	21,434	35,645	12,585	13,190
September.....	4,303	6,554	7,521	2,132	8,190	3,057	10,773	13,357	10,305	1,024	19,819
October.....	2,960	1,076	5,671	3,233	6,496	8,130	5,511	6,107	6,361	4,260	25,868
November.....	1,113	1,768	6,277	675	4,863	3,657	4,740	20,439	18,172	1,662	31,054
December.....	431	2,995	3,851	267	1,666	953	6,688	1,488	35,222	2,312	19,511
Year.....	*33,269	*34,812	*71,905	*20,395	*41,038	*60,619	*87,091	*113,916	*218,404	*75,290	*96,068

Month	Time Loss in Man-working Days for All Strikes and Lockouts in Existence										
	1935	1936	1937	1938	1939	1940	1941	1942	1943	1944	1945
January.....	22,105	999	64,850	29,287	10,472	5,962	3,508	46,635	166,715	23,658	31,937
February.....	16,315	20,577	17,347	3,575	24,098	12,749	7,126	24,141	24,301	39,888	6,656
March.....	12,844	17,144	34,345	9,391	9,982	14,940	3,670	21,602	30,822	2,834	8,709
April.....	19,472	14,424	124,039	16,449	1,361	64,914	77,036	20,869	103,936	115,994	23,533
May.....	33,024	28,712	53,818	12,589	16,732	51,122	22,397	17,780	47,229	126,386	6,738
June.....	42,140	3,310	60,322	12,672	8,616	38,827	39,284	41,593	142,917	9,528	5,138
July.....	52,118	44,987	67,577	9,768	12,445	21,186	48,859	53,498	65,632	26,023	45,497
August.....	29,588	72,034	296,676	12,745	32,298	13,821	33,569	49,951	240,493	120,283	41,122
September.....	26,506	33,577	41,288	16,268	17,546	6,476	82,463	37,808	37,598	800	184,556
October.....	17,983	11,644	50,616	17,295	33,724	17,949	19,693	26,926	25,639	7,139	419,242
November.....	8,781	13,344	42,007	6,409	36,351	15,222	41,764	103,355	103,566	5,080	422,673
December.....	3,152	16,245	33,498	2,230	20,963	3,150	54,545	6,044	52,350	12,526	261,619
Year.....	284,028	276,997	886,393	148,678	224,588	266,318	433,914	450,202	1,041,198	490,139	1,457,420

* These figures relate to the actual number of strikes and lockouts in existence and the workers involved during the year, not being a summation in each case of the monthly figures.

TABLE X.—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1945

Industry and Occupation	Locality	Cause or Object	Method of Settlement or Termination	Result—in Favour of Employer, Workers, etc.	Date of Commencement	Date of Resumption of Work	Number Involved		Time Lost in Working Days	Duration in Working Days
							Employers (†)	Workers		
MINING— Coal miners	Robb, Alta.	For adjustment of contract rates on development work	Return of workers (some given other jobs and some worked elsewhere pending receipt of new equipment)	Employer	Dec. 5, 1944	Feb. 10.	1	26	450	35
Coal miners	Sydney Mines, N.S.	Protesting reduction in number of chain runners on one section of long wall	Return of workers pending further negotiations	Employer	Jan. 3.	Jan. 8.	1	1,212	3,000	0½
Coal miners	Sydney Mines, N.S.	For employment of pushers for mine cars	Return of workers pending further negotiations	Compromise	Jan. 9.	Jan. 13.	1	35	140	4
Coal miners	New Waterford, N.S.	For employment of extra wheelers on long wall	Return of workers	Employer	Jan. 12.	Jan. 15.	1	32*1	32	1
Coal miners	Midlandvale, Alta.	Protesting failure of machine-men to clear slack from cuts	Return of workers	Employer	Jan. 18.	Jan. 19.	1	90	90	1
Coal miners	Nordegg, Alta.	For installation of manriding trip and erection of new washhouse	Negotiations	Compromise, man-trips arranged for and washhouse to be considered later	Jan. 18.	Jan. 20.	1	407	814	2
Coal miners	Foothills, Alta.	Misunderstanding re shortage of rationed foods in cookhouse	Return of workers	Employer	Jan. 23.	Jan. 24.	1	97	97	1
Base metal miners	Val d'Or, P.Q.	Against dismissal of three shift bosses for alleged racial discrimination	Conciliation, provincial	Employer, dismissal due to other causes	Feb. 1.	Feb. 3.	1	92	184	2
Coal miners	Glace Bay, N.S.	Against dismissal of an ex-service man for refusal to work at coal face due to alleged disability	Conciliation, federal	Compromise, data worker volunteered to exchange job with ex-serviceman	Feb. 6.	Feb. 9.	1	951*2	2,000	3
Coal miners	Bellevue, Alta.	Against change to a certain type of airpick for use in "tight" places	Return of workers	Employer	Feb. 15.	Feb. 17.	1	300	400	1½
Coal miners	Drumheller, Alta.	Against suspension of a driver for allowing horse to run loose in mine	Negotiations	Workers	Mar. 7.	Mar. 10.	1	140	420	3
Coal miners	Stellarton, N.S.	Refusal of one miner to pay union dues	Conciliation, federal	Workers, miner joined union	Mar. 8.	Mar. 12.	1	1,076	2,100	2½
Coal miners	Drumheller, Alta.	Against deductions from pay of five drivers for quitting work before end of shift	Return of workers	Employer	Mar. 9.	Mar. 10.	1	107	107	1
Asbestos miners	Asbestos, P.Q.	For increased wages	Return of workers and re-employment	Employer	Mar. 21.	Mar. 22.	1	18*3	12	3
Coal miners	Cumberland, B.C.	Refusal to issue lamps to miners who habitually reported late for work	Return of workers	Employer	Mar. 29.	Mar. 29.	1	128	128	1

Coal miners	Springhill, N.S.	Alleged discrimination in transfer of a miner to a job of washhouse manager	Return of workers	Employer	Mar. 30..... April 2.....	1	1,700	850	3
Coal miners	Lethbridge, Alta.	Against discharge of three miners for loading dirty coal	Negotiations	Compromise, rein-stated after one week's suspension	April 11..... April 13.....	1	280	560	2
Coal miners	Midlandvale, Alta.	For payment of unemployment insurance benefits to miners who allegedly refused certain work	Return of workers	Employer	April 20..... April 21.....	1	91	91	1
Coal miners	Glace Bay, N.S.	Protesting failure to give data! work to a miner who had been off sick	Return of workers	Employer	April 23..... April 28.....	1	460	850	5
Coal miners	Glace Bay, N.S.	For new local contract for four haulage enginemen and trip riders	Return of workers	Employer	April 24..... April 26.....	1	878	1,800	3
Coal miners	Minto, N.B.	Misunderstanding re extension of agreement	Return of workers	Employers	May 1..... May 2.....	2	126	170	13
Coal miners	New Waterford, N.S.	For payment for loaders for coal left on long wall	Return of workers	Employer	May 1..... May 7.....	1	740	1,700	4
Coal miners	Florence, N.S.	For payment for loaders on data! basis for one shift following mechanical breakdown	Negotiations	Workers	May 3..... May 7.....	1	650	1,300	2
Coal miners	East Coulee, Alta.	Refusal of driver to take out dangerous horse	Negotiations	Workers, driver given another horse	May 12..... May 14.....	1	6*	6	1
Coal miners	Coleman, Alta.	Protesting placing hoisting engineer at other work at reduced wages when not required at regular job	Return of workers	Employer	June 26..... June 27.....	1	465	465	1
Coal miners	New Waterford, N.S.	Re payment to loaders for extra coal loaded Saturdays	Return of workers	Employer	July 3..... July 9.....	1	984	3,500	5
Coal miners	Springhill, N.S.	Against deductions from pay of certain miners for quitting work before end of shift	Return of workers	Employer	July 9..... July 11.....	1	1,500	2,250	13
Coal miners	Cumberland, B.C.	For increased brushing in low long-wall areas	Conciliation, federal	Workers	July 9..... July 12.....	2	800	2,400	33
Coal miners	Drumheller, Alta.	Re placement of a miner suspended for cause	Negotiations	Compromise, miner placed at another job	Aug. 13..... Aug. 15.....	1	110	110	1
Coal miners	New Waterford, N.S.	Refusal of a miner to transfer to a new work place without increased wages	Return of workers	Employer	Aug. 24..... Aug. 29.....	1	900	1,850	23
Coal miners	Drumheller, Alta.	Against dismissal of two miners for refusal to do certain work	Negotiations	Compromise, rein-stated to perform work required	Aug. 27..... Aug. 30.....	1	90	270	3
Coal miners	Drumheller, Alta.	Re type of explosives to be used	Negotiations	Compromise	Aug. 27..... Aug. 30.....	1	97	291	3
Coal miners	Glace Bay, N.S.	Protest against placing junior official at job of coal inspector suspended for absenteeism	Return of workers	Employer	Aug. 31..... Sept. 1.....	1	900	900	1
Coal miners	Glace Bay, N.S.	Protest against sending home two surplus workers	Return of workers	Employer	Sept. 17..... Sept. 18.....	1	20	20	1
Coal miners	Bellevue, Alta.	Refusal to work under certain pit boss	Return of workers	Employer	Sept. 18..... Sept. 24.....	2	350	1,250	5
Coal miners	Alberta and British Columbia	Protest against meat rationing	Return of workers	Employers	Sept. 27..... Oct. 21.....	65	9,000	150,000	24
Coal miners	North Minto, N.B.	Against penalty deductions from wages for loading dirty coal	Return of workers	Employer	Oct. 12..... Oct. 15.....	1	17	34	2

TABLE X.—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1945—Continued

Industry and Occupation	Locality	Cause or Object	Method of Settlement or Termination	Result—in Favour of Employer, Workers, etc.	Date of Commencement	Date of Resumption of Work	Number Involved	Time Loss in Man-Working Days	Duration in Man-Working Days
MINING— <i>Con.</i> Coal miners.....	Springhill, N.S.....	Against alleged delay of N.W.L.B. in giving decision re wage increases	Return of workers.....	Employer.....	Oct. 16.....	Oct. 17.....	1	1,500	1
Coal miners.....	Glace Bay, N.S.....	Against suspension of three miners for alleged insubordination	Return of workers.....	Employer.....	Oct. 17.....	Oct. 18.....	1	1,000	1
Coal miners.....	Sydney Mines, N.S.	Disagreement over moving tools from one wall to another	Return of workers.....	Employer.....	Nov. 7.....	Nov. 8.....	1	7*	1
Asbestos miners.....	Asbestos, P.Q.....	Against finding and direction of N.W.L.B. denying wage increases	Return of workers.....	Employer.....	Nov. 19.....	Nov. 19.....	1	200	½
Coal miners.....	Glace Bay, N.S.....	Misunderstanding re displacement of a trip-rider by ex-serviceman reappointed to his former job	Return of workers.....	Employer.....	Nov. 22.....	Nov. 26.....	1	150	1
MANUFACTURING— <i>Vegetable Foods, etc.</i> — Canning factory workers	New Toronto, Ont..	For settlement of various grievances (dismissals and transfer of workers, payment for time lost following mishap, etc.) For a union agreement providing for union shop, check-off, etc.	Conciliation, federal, and reference to Conciliation Board Unterminated.....	Compromise.....	Jan. 23.....	Jan. 25.....	1	732	3
Bakery workers and drivers	Toronto, Ont.....				Nov. 25.....		1	13,650	29½
<i>Rubber and Its Products (including Synthetic)</i> — Rubber factory workers	Kitchener, Ont.....	For increased wages piece rates, following revision of time standards	Negotiations and reference to RWLB(§)	Compromise.....	Jan. 5.....	Jan. 8.....	1	225	2¼
Tire factory workers.	New Toronto, Ont..	For increased wages, piece rates, following changeover from hourly rates in effect during test period on new work	Conciliation, federal, and return of workers pending trial	Compromise.....	Jan. 12.....	Jan. 14.....	1	240	1½
Rubber factory workers, footwear	St. Jerome, P.Q....	Dissatisfaction with production and efficiency bonus	Return of workers pending further negotiations	Compromise.....	Feb. 15.....	Feb. 16.....	1	1,038*	1
Tire factory workers.	New Toronto, Ont..	Canteen privileges for certain workers	Conciliation, federal, and reference to arbitration	Employer.....	April 5.....	April 25.....	1	17,500	10
Tire factory workers.	Kitchener, Ont.....	For increased wages for maintenance men while on plant reconstruction work	Conciliation, provincial, and reference to a re-ference; later referred to N.W.L.B.	Compromise.....	July 28.....	Aug. 17.....	1	12,540	15
Rubber factory workers	Kitchener, Ont.....	For increased wages for mixers.....	Negotiations and joint application to RWLB	Workers.....	Sept. 1.....	Sept. 10.....	1	123	3

Tire factory workers, Kitchener, Ont.....	Against working with foreman transferred from a department recently shut down	Conciliation, provincial.....	Compromise.....	Sept. 21.....	Sept. 24.....	1	130	335	2½
Rubber factory work- ers, footwear	Protest against finding and Direc- tion of RWLB re wages	Return of workers.....	Employer.....	Sept. 29.....	Oct. 1.....	1	1,187	1,187	1
Rubber factory work- ers	In sympathy with strike of motor vehicle factory workers at Wind- sor, Ont., Sept. 12	Return of workers.....	Employers.....	Nov. 12.....	Nov. 13.....	2	2,470	1,750	1
							8,607	34,938	
<i>Animal Foods—</i> Meat packing plant workers	Hamilton, Ont.....	Protesting delay in signing a union agreement (pending decision of RWLB re wages)	Workers.....	May 31.....	June 4.....	1	153	535	3½
Meat packing plant workers	Toronto, Ont.....	For dismissal of a worker suspend- ed from membership in union	Employers.....	July 17.....	Aug. 3.....	5	1,498**	14,200	12½
Meat packing plant workers	Peterboro, Ont..... Winnipeg, Man. Prince Albert, Saskatoon, Moose Jaw, Sask. Edmonton, Alta. Vancouver, B.C.	In sympathy with strikers at Tor- onto, Ont., July 17	Employers.....	July 17.....	Aug. 3.....	15	5,527*10	18,350	7½
Meat packing plant workers	Hamilton, Ont.....	Against promotion of a certain worker to job of sub-foreman	Employer.....	Nov. 30.....	Dec. 3.....	1	43	22	½
							7,221	33,107	
<i>Boots and Shoes</i> <i>(Leather)—</i> Shoe factory workers, Quebec, P.Q.....	Quebec, P.Q.....	For payment of wage adjustments approved by RWLB	Workers.....	July 9.....	July 17.....	1	53	360	6½
Shoe factory workers, Richmond, P.Q.....	Richmond, P.Q.....	Refusal to work under new assist- ant foreman	Employer.....	Sept. 24.....	Sept. 30.....	1	9	50	6
Shoe factory workers, Quebec, P.Q.....	Quebec, P.Q.....	For adjustment in wage rates, piece work	Compromise.....	Oct. 22.....	Oct. 23.....	1	5	10	2
							67	420	
<i>Fur and Leather Pro- ducts—</i> Leather products fac- tory workers	Montreal, P.Q.....	For a new agreement with check- off clause	Partially suc- cessful	Sept. 7.....	Oct. 1.....	4	213	4,260	20
Tannery workers.....	Penetanguishene, Ont.	Because two returned soldiers were allegedly not directed to proper jobs	Employer.....	Dec. 7.....	Dec. 11.....	1	68	153	2½
Tannery workers.....	Kitchener, Ont.....	Against ½ day lay-off of 5 workers and for settlement of various grievances	Compromise.....	Dec. 10.....	Dec. 17.....	1	63*11	378	6
							344	4,791	

TABLE X.—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1945—Continued

Industry and Occupation	Locality	Cause or Object	Method of Settlement or Termination	Result—in Favour of Employer, Workers, etc.	Date of Commencement	Date of Resumption of Work	Number Involved		Time Loss in Working Days	Duration in Working Days
							Employers (†)	Workers		
MANUFACTURING—										
<i>Con.</i>										
<i>Textiles, Clothing, etc.—</i> Clothing factory workers	Winnipeg, Man.	For increased wages, piece rates, for one operation	Conciliation, provincial and reference to RWLB	Compromise	Jan. 2	Jan. 5	1	17	65	4
Cotton factory workers	Cornwall, Ont.	Against transfer of a female worker to another department	Conciliation, federal and reference to arbitration	Employer	Feb. 14	Feb. 16	1	27*12	40	14
Clothing factory workers	Selkirk, Man.	Against discharge of a female worker	Conciliation, provincial	Employer	Feb. 20	Feb. 26	1	11	55	5
Textile factory workers	Sherbrooke, P.Q.	For appointment by RWLB of an industrial engineer to check job tasks	Return of workers pending decision of RWLB	Compromise	Mar. 6	Mar. 8	1	114*13	125	14
Textile factory workers	Carlton Place, Ont.	To compel two female workers to join union	Conciliation, provincial, and return of workers pending settlement	Employer	Mar. 19	Mar. 23	1	245	850	34
Textile factory workers	Toronto, Ont.	For increased wages	Return of workers pending decision of RWLB	Employer	April 9	April 16	1	12	60	5
Thread factory workers	Hamilton, Ont.	Against demotion of union steward from job of acting supervisor to his regular work	Conciliation, provincial	Employer	April 26	May 2	1	82	265	4
Textile factory workers	Montmagny, P.Q.	Wage schedule in new agreement under negotiations	Return of workers	Employer	Aug. 13	Aug. 15	1	430	430	1
Men's clothing factory workers	Montreal, P.Q.	For payment for V-J Day	Arbitration	Employer	Sept. 5	Sept. 7	1	46*14	72	14
Textile factory workers	Montreal, P.Q.	For union agreement providing for increased wages, union shop, check-off, vacations with pay, etc.	Conciliation, provincial, and reference to arbitration	Compromise, check-off and pay approved	Sept. 22	Sept. 24	1	860	860	1
Silk products factory workers	Hull, P.Q.	For union recognition	Return of workers and re-employment	Employer	Oct. 9	Oct. 18	1	50	375	74
Textile factory workers	Montreal, P.Q.	Protest against replacement of a foreman	Conciliation, provincial	Employer	Oct. 18	Oct. 18	1	110	85	4
Textile factory workers	Montreal, P.Q.	Professing Finding and Direction of RWLB re wage and task adjustments	Conciliation, federal, and further reference to RWLB and QLRB (\$)	Employer	Dec. 4	Dec. 10	3	2,349	7,000	34
<i>Pulp, Paper and Paper Products—</i>										
Paper mill workers	Clermont, P.Q.	Inter-union dispute re employment of an out-of-town worker to fill vacancy	Negotiation	Compromise, to be given to worker having seniority	July 20	July 21	1	278	556	2
								4,355	10,282	
								278	556	

<i>Printing and Publishing—</i> Compositors, pressmen, etc.	Quebec, P.Q.	Against transfer of a worker from one job to another	Conciliation, provincial, and reference to arbitration	Employer	July 9	Aug. 9	1	59	1,383	23
Compositors	Windsor, Ont.	For a greater increase in wages than approved by RWLB	Return of workers	Employer	Oct. 3	Oct. 4	1	58*15	110	2
Compositors	Winnipeg, Man.	For a new agreement providing for increased wages and other conditions	Unterminated	Employer	Nov. 8		2	120	4,900	44
Pressmen	Winnipeg, Man.	Refusal to handle plates produced by non-union workers	Return of workers	Employers	Nov. 15	Nov. 17	2	30	45	1½
Stereotypers	Winnipeg, Man.	Reluctance to cross picket lines of striking compositors, see strike, Nov. 8	Return of workers	Employers	Nov. 15	Nov. 26	2	16	144	9
<i>Miscellaneous Wood Products—</i>										
Wood products factory workers	Owen Sound, Ont.	Against dismissal of a foreman for cause	Conciliation, provincial	Employer	Jan. 2	Jan. 9	1	148	700	4½
Crate factory worker	Long Branch, Ont.	For increased wages	Conciliation, provincial, and return of workers pending joint application to RWLB	Compromise	Mar. 8	Mar. 10	1	19	40	2½
Wood products factory workers	Thurso, P.Q.	Alleged delay of RWLB in dealing with joint application for increased wages	Return of workers pending decision of RWLB	Workers	May 1	May 2	1	155	155	1
Saw and planing mill workers	Matane, P.Q. Rimouski, P.Q.	For increased wages	Conciliation, provincial, and further reference to RWLB and NWLB	Workers	July 16	July 21	3	1,400	5,600	4
Wood processing factory workers	Delson, P.Q.	Alleged delay in signing a union agreement	Return of workers	Workers	Aug. 8	Aug. 9	1	32*16	32	1
Shingle mill workers	New Westminster, B.C.	For a union agreement providing for increased wages, etc.	Unterminated	Employer	Nov. 28		1	60	1,430	27
Furniture factory workers	Victoria, P.Q.	Against dismissal of a union worker when staff reduced	Conciliation, provincial, and reference to arbitration	Employer	Dec. 6	Dec. 7	1	54*17	65	1½
<i>Metal Products—</i>										
Metal factory workers	London, Ont.	For observance of seniority in lay-off of two workers	Conciliation, provincial	Compromise, one worker reinstated at another job	Jan. 8	Jan. 9	1	121*18	60	½
Freight car factory workers	Trenton, N.S.	For employment of more workers on steel erection gang	Conciliation, federal	Employer	Jan. 25	Jan. 29	1	166*19	475	3
Machinists	Woodstock, Ont.	Against dismissal of two workers for infraction of company rules	Conciliation, provincial	Employer	Jan. 30	Jan. 31	1	22	17	½
Brass factory workers	Sarnia, Ont.	For increased wages	Conciliation, provincial, and reference to RWLB	Compromise	Feb. 2	Feb. 5	1	178	356	2
Freight car factory workers	Trenton, N.S.	For employment of more men on track crew	Conciliation, federal, and return of workers pending investigation	Indefinite, see later strikes	Feb. 7	Feb. 9	1	135	200	1½
Steel mill workers, narrow gauge engineers and brakemen	Sault Ste. Marie, Ont.	For the same wage rates as paid on standard gauge railways	Reference to RWLB	Indefinite, see later strike	Feb. 15	Feb. 15	1	28*20	28	1

TABLE X.—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1945—Continued

Industry and Occupation	Locality	Cause or Object	Method of Settlement or Termination	Result—in Favour of Employer, Workers, etc.	Date of Commencement	Date of Resumption of Work	Number Involved		Time Loss in Man-Working Days	Duration in Working Days
							Employ-ers (†)	Workers		
MANUFACTURING—										
<i>Metal Products—Con.</i>										
Moulders.....	Sackville, N.B.....	For the day off (Saturday).....	Return of workers.....	Employer.....	Feb. 17.....	Feb. 19.....	1	33	33	1
Brass factory workers.....	New Toronto, Ont.....	Alleged delay in signing a new agreement	Conciliation, provincial.....	Workers.....	Feb. 19.....	Feb. 19.....	2	912*21	850	3
Foundry workers.....	Guelph, Ont.....	For payment of wage increases approved by RWLB	Conciliation, provincial, and return of workers pending decision of NWLB	Workers.....	Feb. 23.....	Feb. 26.....	1	414	621	1½
Automotive parts factory workers	Sarnia, Ont.....	Misunderstanding of Finding and Direction of RWLB re wages	Return of workers.....	Employer.....	Feb. 26.....	Feb. 27.....	1	585	450	3
Freight car factory workers	Trenton, N.S.....	Against removal of two men from steel erection gang	Conciliation, federal.....	Employer.....	Feb. 26.....	Mar. 2.....	1	30*22	105	3½
Steel mill workers, cranimen	Sault Ste. Marie, Ont.	To maintain differential in wages over increased rates for common labourers	Return of workers pending decision of NWLB	Compromise.....	Mar. 2.....	Mar. 5.....	1	27*23	81	3
Foundry workers.....	Selkirk, Man.....	For dismissal of worker alleged to be organizing for another union during working hours	Conciliation, provincial, and reference to MLLRB (8)	Workers.....	Mar. 5.....	Mar. 7.....	1	50	75	1½
Foundry workers.....	Montreal, P.Q.....	Against dismissal of a worker for allegedly inciting slow-down	Conciliation, provincial.....	Employer.....	Mar. 7.....	Mar. 10.....	1	17*24	45	2½
Foundry workers.....	Moncton, N.B.....	Protest against casting inspector making special castings to establish standard for piece rates	Conciliation, federal.....	Employer.....	Mar. 7.....	Mar. 13.....	1	72	400	6
Foundry workers, moulders	Guelph, Ont.....	For increased wages.....	Conciliation, provincial, and further reference to RWLB	Compromise.....	Mar. 16.....	Mar. 19.....	1	35	50	1½
Steel mill workers, narrow gauge engineers and brakemen	Sault Ste. Marie, Ont.	For the same wages as paid on standard gauge railways	Return of workers pending decision of RWLB	Compromise.....	Mar. 16.....	Mar. 21.....	1	26*25	130	5
Metal factory workers	Montreal, P.Q.....	Alleged discrimination in dismissal of a worker for cause	Conciliation, federal.....	Workers, worker reinstated	Mar. 19.....	Mar. 20.....	1	190	145	3
Steel mill workers.....	Trenton, N.S.....	Against dismissal of a worker for absenteeism	Return of workers.....	Employer.....	Mar. 28.....	Mar. 29.....	1	16*26	16	1
Foundry workers.....	Sackville, N.B.....	Refusal to pay moulder for broken mould and casting	Conciliation, federal.....	Compromise.....	April 3.....	April 13.....	1	185	1,400	9
Rolling mill workers, labourers	Montreal, P.Q.....	For increased tonnage bonus.....	Conciliation, federal.....	Employer.....	April 16.....	April 17.....	1	14*27	14	1
Sheet metal factory workers	Winnipeg, Man.....	For production bonus for one worker	Conciliation, provincial.....	Workers.....	April 17.....	April 18.....	1	13	13	1
Brass factory workers	Niagara Falls, Ont.....	For increased wages.....	Return of workers.....	Employer.....	April 18.....	April 19.....	1	67	50	2
Motor vehicle factory workers	Brantford, Ont.....	Against dismissal of two foremen for alleged misconduct	Return of workers pending reference to NSS (8)	Employer.....	April 18.....	April 23.....	1	308	700	4
Steel mill workers, labourers	Trenton, N.S.....	Against deductions from pay of two workers for alleged failure to work a full shift	Conciliation, federal.....	Workers.....	April 19.....	May 4.....	1	30*28	240	10

								8	
Foundry workers.....	Montreal, P.Q.....	Protest against dismissal of workers	Conciliation, provincial.....	Employer.....	April 23.....	April 24.....	1	8	1
Freight car factory workers	Trenton, N.S.....	For production bonus for gang leaders	Conciliation, federal, and return of workers pending settlement	Employer.....	May 3.....	May 10.....	1	671	2,000
Metal factory workers	Welland, Ont.....	Against reduction from eight to seven men on furnace crews when power reduced	Negotiations.....	Compromise, one furnace shut down and crew absorbed on other furnaces	May 9.....	May 10.....	1	173	200
Freight car factory workers	Trenton, N.S.....	Against suspension of a worker for absenteeism	Negotiations.....	Workers.....	May 26.....	May 28.....	1	235	235
Wire factory workers	Lachine, P.Q.....	For union recognition.....	Return of workers pending further negotiations	Workers.....	May 30.....	May 31.....	1	50	50
Moulders.....	Moncton, N.B.....	Against suspension of apprentice moulder for alleged insubordination	Conciliation, federal.....	Workers.....	June 1.....	June 4.....	1	21*	42
Aircraft parts factory workers	Windsor, Ont.....	Seniority in promotion of worker to job of foreman	Negotiations.....	Employer.....	June 4.....	June 4.....	1	231	50
Brass factory workers	Sarnia, Ont.....	Retrial of female worker to join union	Return of workers.....	Employer.....	June 9.....	June 12.....	1	175*	285
Brass factory workers	Niagara Falls, Ont.....	Alleged discrimination in dismissal of two workers for insubordination	Return of workers.....	Employer.....	June 13.....	June 14.....	1	67	67
Foundry workers.....	Toronto, Ont.....	Re application of wage rates in Finding and Direction of RWLB	Return of workers.....	Employer.....	June 14.....	June 18.....	1	30*	90
Metal factory workers	Brantford, Ont.....	For hourly instead of piece-work rates	Negotiations.....	Compromise, temporary schedule until job evaluation completed	June 22.....	June 26.....	1	136	272
Foundry workers.....	Guelph, Ont.....	Protest against Finding and Direction of NWLB disallowing most of wage increases approved by RWLB	Return of workers.....	Employer.....	June 26.....	July 12.....	1	227*	2,850
Foundry workers.....	Weston, Ont.....	For a new agreement providing for check-off, etc.	Conciliation, federal.....	Compromise.....	July 5.....	July 6.....	1	139	215
Freight car factory workers	Trenton, N.S.....	Against dismissal of worker for alleged failure to do his work	Return of workers and re-employment	Employer.....	July 7.....	July 16.....	1	1,161	4,900
Moulders.....	Moncton, N.B.....	Protesting change in working conditions due change-over from incentive bonus to piece work rates	Negotiations.....	Compromise.....	July 16.....	Aug. 6.....	1	19*	326
Foundry workers.....	Orillia, Ont.....	Protesting appeal by Company to NWLB against decision of RWLB approving wage increases	Conciliation, provincial, and return of workers pending decision of NWLB	Compromise.....	July 18.....	July 20.....	1	57	114
Can factory workers.....	Vancouver, B.C.....	For implementation of Minority Report of Conciliation Board re union shop and check-off	Government assumed control and reference to a Commissioner	Compromise, check-off approved	July 27.....	Aug. 11.....	1	446	5,600
Elevator mechanics and helpers	Montreal, P.Q.....	Against dismissal of a worker for cause	Negotiations.....	Compromise, worker given job with another com-pany	July 31.....	Aug. 4.....	3	9	36
Aircraft parts factory workers	Windsor, Ont.....	Alleged violation of seniority in transfer of two female machine operators	Arbitration.....	Indefinite, plant operations discontinued during the month	Aug. 2.....	Aug. 9.....	1	173	820

TABLE X.—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1945—Continued

Industry and Occupation	Locality	Cause or Object	Method of Settlement or Termination	Result—in Favour of Employer, Workers, etc.	Date of Commencement	Date of Resumption of Work	Number Involved		Time Loss in Man-Working Days	Duration in Working Days
							Employ-ers (†)	Workers		
MANUFACTURING—										
<i>Metal Products—Con.</i>										
Wire factory workers.	Guelph, Ont.	For implementation of Report of Conciliation Board re check-off	Conciliation, civic, and return of workers pending further negotiations	Indefinite, settlement not reached by end of year	Aug. 16.....	Nov. 27.....	1	246	10,250	85½
Brass factory workers	Galt, Ont.	Misunderstanding re payment of wages for one day on which plant shut down without sufficient notice	Negotiations.....	Workers.....	Aug. 20.....	Aug. 21.....	1	20	20	1
Munitions factory workers	Long Branch, Ont.	Protesting lay-offs due to cancellation of war contracts	Return of workers.....	Employer.....	Aug. 21.....	Aug. 23.....	1	735	880	1½
One pier loaders.....	Sydney, N.S.	For increased wage rates for unloading cargo of sulphur	Return of workers.....	Employer, boat transferred to another port	Aug. 21.....	Aug. 25.....	1	40	150	3½
Munitions factory..... workers	Toronto, Ont.	Protesting lay-offs due to cancellation of war contracts	Return of workers.....	Employer.....	Sept. 11.....	Sept. 11.....	1	150	38	1
Motor vehicle factory workers	Windsor, Ont.	For a new agreement providing for union shop, check-off, grievance procedure, etc.	Conciliation, federal, and reference to arbitration	Compromise.....	Sept. 12.....	Dec. 29.....	3	10,000	915,000	93
Steel mill workers.... bricklayers	Hamilton, Ont.	Protest against proposed extra shift per week	Return of workers.....	Employer.....	Sept. 30.....	Sept. 30.....	1	50	50	1
Steel mill workers, bricklayers	Sydney, N.S.	Against change in working conditions and reduction in number of workers on Sunday shift	Negotiations.....	Workers.....	Sept. 30.....	Oct. 3.....	1	36	110	3
Foundry workers.....	Moncton, N.B.	Refusal of moulders to work on piece-work rates following change over from incentive bonus	Negotiations.....	Compromise.....	Oct. 16.....	Nov. 13.....	1	45	1,025	23½
Metal factory workers	Hamilton, Ont.	Alleged delay in negotiations for a new agreement	Conciliation, provincial, and further negotiations	Indefinite, settlement not reached by end of year	Oct. 19.....	Oct. 24.....	1	136**4	500	3½
Foundry workers..... Wire and screw factory workers	Sackville, N.B.	Re vacations with pay.....	Return of workers.....	Employer.....	Oct. 22.....	Oct. 30.....	1	50**3	335	6½
Wire and screw factory workers	Hamilton, Ont.	For a new agreement providing for union shop, check-off, increased wages, etc.	Negotiations and reference to RWLB	Indefinite, settlement not reached by end of year	Nov. 1.....	Nov. 2.....	1	550	475	1
Wire factory workers.	Hamilton, Ont.	For a 5-day week of 48 hours instead of 6-day week	Return of workers.....	Employer.....	Nov. 3.....	Nov. 5.....	1	80	40	1
Automotive parts factory workers	Windsor, Ont.	In sympathy with strike of motor vehicle factory workers, Sept. 12	Return of workers.....	Employers.....	Nov. 5.....	Dec. 3.....	23	7,050	155,000	26
Wire and screw factory workers	Hamilton, Ont.	For a new agreement providing for union shop, check-off, increased wages, etc.	Negotiations.....	Indefinite, settlement not reached by end of year	Nov. 6.....	Nov. 6.....	1	550	70	1

Electrical apparatus factory workers	Hamilton, Ont.	In sympathy with strike of motor vehicle factory workers at Wind- sor, Ont., Sept. 12	Return of workers	Employers	Nov. 7	Nov. 8	3, 500	3, 500	1
Foundry workers	Brantford, Ont.	In sympathy with strike of motor vehicle factory workers at Wind- sor, Ont., Sept. 12	Return of workers	Employer	Nov. 8	Nov. 9	200	200	1
Metal factory workers	Sarnia, Ont.	In sympathy with strike of motor vehicle factory workers at Wind- sor, Ont., Sept. 12	Return of workers	Employers	Nov. 12	Nov. 13	684	500	2
Metal factory workers	Brantford Ont.	In sympathy with strike of motor vehicle factory workers at Wind- sor, Ont., Sept. 12	Return of workers	Employers	Nov. 14	Nov. 15	4, 172	4, 172	1
Steel mill workers, coke oven men	Sault Ste. Marie, Ont.	Protesting reduction in working force and in bonus earnings due to curtailed operations	Negotiations	Compromise	Nov. 20	Nov. 20	200	88	2
Shipbuilding— Ship repair workers ..	Liverpool, N.S.	For reinstatement of a worker dis- missed for refusal to work with non-union workers	Conciliation, federal	Employer	Mar. 9	Mar. 13	36, 196	1, 117, 117	2½
			Conciliation, federal	Compromise, per- sonnel man- ager resigned and check-off clause agreed to	June 5	June 8	1, 183	1, 850	2½
Ship repair workers ..	Liverpool, N.S.	For dismissal of a worker for re- fusal to pay union dues	Conciliation, federal	Compromise, dis- missed for cause	June 11	June 16	53	245	4½
Rivetters	Esquimalt, B.C.	Against discontinuance of piece- work rates for riveting	Conciliation, federal, and further reference to N.W.L.B.	Compromise	June 13	June 14	175	300	2
Carpenters	Dartmouth, N.S.	Against working with two mem- bers of another union	Negotiations	Compromise, one worker dis- missed and the other was transferred	July 9	July 11	21	25	1½
Ship repair workers ..	Sydney, N.S.	Against dismissal of a worker for cause and protesting allotted vacations as listed	Conciliation, federal, and return of workers pend- ing investigation re vaca- tions	Employer	July 12	July 17	70	190	3½
Shipyard workers	North Vancouver, B.C.	Inter-union dispute re working with members of another union	Return of workers	Employer	Aug. 14	Aug. 14	255**7	50	½
Non-Metallic Minerals, Chemicals, etc.— Paint factory workers	Toronto, Ont.	For maintenance of membership and check-off in new agreement as recommended in minority re- port of Conciliation Board	Conciliation, provincial, and return of workers	Indefinite, set- tlement not reached by end of year	Mar. 14	Mar. 23	270**8	1, 750	6½
			Conciliation, provincial worker to dismissed worker's job	Compromise, dismissed worker re-em- ployed at a former job	Mar. 19	Mar. 21	70	140	2

TABLE XI.—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1945—Continued

Industry and Occupation	Locality	Cause or Object	Method of Settlement or Termination	Result—in Favour of Employer, Workers, etc.	Date of Commencement	Date of Resumption of Work	Employers (1)	Number Involved	Time Loss in Man-Working Days	Duration in Working Days
MANUFACTURING— <i>Con.</i> <i>Non-Metallic Minerals,</i> <i>Chemicals, etc.—Con.</i>										
Monument factory workers	Cap St. Martin, P.Q.	For payment for V-E Day	Conciliation, provincial.	Employer.	May 9	May 12	1	31	62	2
Oil refinery workers	Regina, Sask.	Against dismissal of a worker allegedly for union activity	Conciliation, provincial, and reference to arbitration	Compromise, worker reinstated at another job	June 27	July 26	1	10* ⁹⁸	240	24
Concrete products factory workers	Montreal, P.Q.	Against dismissal of three workers.	Conciliation, provincial.	Workers.	July 25	July 26	1	125	125	1
Brick yard workers	Fredericton N.B.	For payment for one full day of nine hours when work completed in six	Conciliation, federal.	Compromise.	Aug. 13	Aug. 16	1	14	28	2
Chemical plant workers	Moose Jaw, Sask.	Protesting lay-off during installation of new machinery	Conciliation, provincial.	Compromise.	Dec. 17	Dec. 19	1	37	74	2
<i>Miscellaneous Products—</i> Optical lens factory workers	Toronto, Ont.	For a union agreement	Negotiations.	Workers.	Nov. 6	Dec. 12	1	100	2,750	29½
CONSTRUCTION— <i>Building and Structures—</i> Plumbers	Windsor, Ont.	For payment of wage increases approved by RWLB	Conciliation, provincial, and further reference to RWLB	Indefinite, see later strike	Mar. 26	Mar. 28	8	40	100	2½
Carpenters and bricklayers	Toronto, Ont.	For payment for V-E Day	Negotiations.	Workers.	May 22	May 22	1	127	35	1
Plumbers	Windsor, Ont.	Against Finding and Direction of NWLB cancelling wage increase approved by RWLB	Conciliation, provincial, and further reference to RWLB	Workers.	July 11	Aug. 16	1	75* ⁴	1,875	26½
Bricklayers and masons	Edmonton, Alta.	For clause in agreement providing for payment of board and lodging on jobs over 10 miles from city limits	Conciliation, provincial, and reference to RWLB	Workers.	Sept. 1	Sept. 22	1	41	775	19
Carpenters and helpers	Vernon, B.C.	Against reduction in wages from Vancouver to local rates	Negotiations and reference to WLB (\$)	Workers.	Oct. 12	Oct. 15	1	42	63	1½
								325	2,848	

Highway— Road construction workers	Great Bear Lake, N.W.T.	For increased wages to offset time lost due to wet weather and for guaranteed weekly earnings	Negotiations and reference to NWLB	Workers.....	July 28.....	July 30.....	1	20	30	1½
Road construction workers	Glace Bay, N.S.....	For increased wages.....	Negotiations.....	Compromise, hours increased	Aug. 20.....	Aug. 22.....	1	35	70	2
								55	100	
TRANSPORTATION AND PUBLIC UTILITIES—										
Local Bus Lines— Street Railway work- ers	New Westminster, Vancouver, Victoria, B.C.	Against decision of NWLB denying appeal for greater increase in wages and cancelling increase approved by RWLB	Conciliation, federal, and further reference to RWLB	Compromise.....	Jan. 9.....	Jan. 19.....	3	2,454	24,500	10
Street railway (electrical) workers	Toronto, Ont.....	For increased wages.....	Conciliation, civic, and re- ference to arbitration	Employer.....	July 5.....	July 5.....	1	97*1	75	½
Bus drivers.....	Oshawa, Ont.....	Against suspension of a driver after dispute with garage mechanic	Negotiations and return of workers pending invest- igation	Indefinite, see later strike	Aug. 1.....	Aug. 3.....	1	31	31	1
Bus drivers.....	Oshawa, Ont.....	Against suspension of a driver after dispute with garage mechanic	Negotiations, and return of workers pending invest- igation	Workers.....	Aug. 11.....	Aug. 13.....	1	31	62	2
Other Local and Highway Transport— Bus drivers.....	Victoria, B.C.....	For increased wages and a new agreement	Conciliation, provincial, and reference to RWLB	Workers.....	Jan. 6.....	Jan. 12.....	1	63	350	6
Bus drivers.....	Vancouver, B.C.....	Protesting failure of RWLB to make wage increase retroactive to July 1, 1944	Return of workers pending further reference to NWLB	Workers.....	April 24.....	April 26.....	1	77	154	2
Water Transport— Freight handlers.....	Halifax, N.S.....	For increased wages.....	Conciliation, federal, and return of workers pend- ing decision of federal government	Workers.....	Feb. 22.....	Feb. 23.....	1	250	150	½
Freight handlers.....	Port McNicol, Ont.	For amendment of clauses in agree- ment affecting wages and work- ing conditions	Negotiations.....	Indefinite, nego- tiations con- tinuing at end of year	July 5.....	July 9.....	1	136**3	375	3
Freight handlers.....	Montreal, P.Q.....	Protest against closing of local meat shops because of meat rationing	Return of workers.....	Employers.....	Sept. 26.....	Sept. 28.....	18	1,000**2	2,000	2
								1,386	2,525	

TABLE X.—DETAILED LIST OF STRIKES AND LOCKOUTS IN CANADA, 1945—Continued

Industry and Occupation	Locality	Cause or Object	Method of Settlement or Termination	Result—in Favour of Employer, Workers, etc.	Date of Commencement	Date of Resumption of Work	Number Involved		Time Loss in Man-Working Days	Duration in Working Days
							Employers (†)	Workers		
TRANSPORTATION AND PUBLIC UTILITIES— <i>Con.</i> <i>Telegraph and Telephone</i> — Telephone operators..	Chicoutimi, P.Q.....	Interpretation of Finding and Direction of RWLB and NWLB re "normal work week" in applying wage increases	Conciliation, federal, and further reference to RWLB	Compromise.....	Dec. 11.....	Dec. 15.....	1	22	88	4
								22	88	
<i>Electricity and Gas</i> — Gas plant workers.....	Windsor, Ont.....	For transfer of a worker to another job because of poor health	Conciliation, provincial...	Compromise, worker given other work temporarily	Aug. 9.....	Aug. 11.....	1	100	250	2½
								100	250	
<i>Miscellaneous</i> — Cold Storage plant workers	Winnipeg, Man.....	For increased wages and reduced hours	Return of workers pending decision of RWLB	Compromise.....	Dec. 28.....	Dec. 31.....	1	61	61	1
								61	61	
TRADE— Wholesale trade workers	Chicoutimi, P.Q.....	Alleged delay in negotiating union agreement providing for increased wages and improved working conditions	Conciliation, provincial, and reference to RWLB	Workers.....	Mar. 27.....	Mar. 31.....	4	60	240	4
	Montreal, P.Q.....	Refusal of a worker to join union..	Conciliation, provincial...	Employer.....	July 11.....	July 13.....	2	180	300	1½
Jewelers.....	Toronto, Ont.....	For a new agreement providing for apprenticeship control, vacations with pay, hours of work, etc.	Negotiations.....	Workers.....	Oct. 4.....	Oct. 25.....	28	175	2,500	14½
Department store clerks	Winnipeg, Man.....	For a union agreement.....	Conciliation, provincial, and reference to MLRB	Workers.....	Nov. 9.....	Nov. 17.....	1	24	180	7½
								445	3,220	

SERVICE— <i>Retrospection</i>	Winnipeg, Man.....	Inter-union dispute re union recognition	Conciliation, provincial, and further reference to MLRB	Employers.....	Feb. 14.....	Feb. 19.....	18	28**4	126	41
<i>Business and Personal—</i>										
Window cleaners.....	Montreal, P. Q.....	For increased wages.....	Return of workers pending reference to RWLB	Partially successful	May 1.....	May 5.....	15	125	500	4
Laundry workers.....	Brandon, Man.....	For increased wages.....	Negotiations, and joint application to RWLB	Compromise, bonus system approved	July 30.....	July 31.....	1	30	15	1
Waitresses.....	St. Jerome, P. Q.....	Refusal to work under female manager	Return of workers and re-employment	Employer.....	Aug. 7.....	Aug. 11.....	1	9	35	4
Beverage dispensers.....	Lethbridge, Alta.....	For a new agreement providing parity in wages and working conditions	Conciliation, provincial...	Workers.....	Oct. 16.....	Oct. 18.....	2	32	64	2
Cleaners and dyers.....	Montreal, P. Q.....	For increased wages.....	Conciliation, provincial, and reference to RWLB	Workers.....	Oct. 26.....	Oct. 27.....	1	17	17	1
								213	631	

† Number of employers or establishments.
 ‡ RWLB—National War Labour Board; RWLB—Regional War Labour Board; QLRB—Quebec Labour Relations Board; MLRB—Manitoba Labour Relations Board; NSS—National Selective Service; WLB—Western Labour Board.
 * During the year the total time loss in all strikes listed due to workers indirectly affected, that is workers in the plant made idle because of the strike, amounted to about 38,000 days. Workers in other plants who may have been indirectly affected are not included. The following list shows the number of workers indirectly affected in each case:

1	57	12	110	23	814	34	37
2	275	13	64	24	11	45	135
3	34	14	86	25	900	36	398
4	43	15	49	26	45	37	414
5	300	16	35	27	120	38	50
6	1,171	17	70	28	28	39	7
7	1,171	18	124	29	33	40	40
8	320	19	124	30	60	41	3,500
9	800	20	463	31	13	42	500
10	1,062	21	140	32	139	43	150
11	60	22	216	33	40	44	114

Strikes and Lockouts in Canada and Other Countries, 1945

THE accompanying table gives available information as to strikes and lockouts in certain countries since 1919, as compared with Canada, showing the number of strikes and lockouts, the number of workers involved and the time loss in man-working days. The countries included this year are restricted to those for which additional information has been received since publication of the yearly strike article in the LABOUR GAZETTE for March, 1945, p. 408. Throughout the year the latest available figures for each country are given in a monthly article in the LABOUR GAZETTE. The last extensive review of strikes and lockouts in Canada and other countries, many of which are no longer reporting due to war conditions, was given in the LABOUR GAZETTE for March, 1940, p. 234.

In the different countries variations occur in the definition of strikes and lockouts and in the methods of compilation of statistics. In some countries figures as to strikes and lockouts are counted separately, but where possible, they have been included together in the table here given. In some cases the number of strikes and lockouts shown for the year is the number commencing during the year and in other cases it is the number in existence during the year, including those carried over from the previous year.

The figures published by some countries as to the number of workers involved show not

only the number of workers directly involved but also the number of those indirectly affected, that is thrown out of work by strikes and lockouts to which they were not parties, but exact information on this point is not always given. In the table given herewith the column showing the number of workers involved includes figures for the numbers directly involved or the total number directly and indirectly involved according to the method adopted by the country concerned. For these reasons the figures for strikes and lockouts for the various countries are not exactly comparable.

Footnotes to the tables indicate the nature of the statistics with reference to the above points.

Many countries publish statistics dealing with trade disputes only once each year or even less frequently, the figures being issued in some cases after an interval of some length. Most countries revise their figures when additional facts are brought to light, even though such revisions may necessitate changes in statistics published a considerable time previously.

In most cases the statistics dealing with disputes in other countries published in the LABOUR GAZETTE are obtained from official publications of the countries concerned.

STRIKES AND LOCKOUTS IN CANADA AND OTHER COUNTRIES, 1919-1945

CANADA

Year	Number (¹) (²)	Workers Involved (¹)	Time Loss in Man- working Days (²)
1919.....	332	148,915	3,400,942
1920.....	310	60,327	799,524
1921.....	159	28,257	1,048,914
1922.....	89	43,775	1,528,661
1923.....	77	34,261	671,750
1924.....	64	34,310	1,295,054
1925.....	86	28,949	1,193,281
1926.....	75	23,634	266,601
1927.....	72	22,299	152,570
1928.....	96	17,581	224,212
1929.....	88	12,946	152,080
1930.....	67	13,768	91,797
1931.....	86	10,738	204,238
1932.....	111	23,390	255,000
1933.....	122	26,558	317,547
1934.....	189	45,800	574,519
1935.....	120	33,269	284,028
1936.....	155	34,812	276,997
1937.....	274	71,905	886,393
1938.....	142	20,395	148,678
1939.....	120	41,038	224,588
1940.....	166	60,619	266,318
1941.....	229	87,091	433,914
1942.....	352	113,916	450,202
1943.....	401	218,404	1,041,198
1944.....	195	75,290	490,139
1945.....	197	96,068	1,457,420

CANADA—Con.

Year	Number (1) (2)	Workers Involved (1)	Time Loss in Man- working Days (2)
1945, January.....	17	5,452	31,937
February.....	17	5,023	6,656
March.....	23	4,800	8,709
April.....	15	4,622	23,533
May.....	15	3,336	6,738
June.....	13	2,926	5,138
July.....	27	11,975	45,497
August.....	27	13,190	41,122
September.....	17	19,819	184,556
October.....	18	25,868	419,242
November.....	24	31,054	422,673
December.....	13	19,511	261,619

(1) Strikes and lockouts in existence in the period.

(2) Strikes of less than one day's duration and those involving less than six employees have not been included in the published record unless a time loss of 10 days or more is caused.

(3) Directly involved only. Time loss due to workers indirectly affected, that is workers in the plant made idle because of the strike, amounted to about 38,000 days. Workers in other plants who may have been indirectly affected are not included in any of the statistics.

GREAT BRITAIN AND NORTHERN IRELAND

Year	Number (1) (2)	Workers Involved (1) (3)	Time Loss in Man- working Days (2)
1919.....	1,352	2,401,000	34,970,000
1920.....	1,607	1,779,000	25,570,000
1921.....	763	1,770,000	85,870,000
1922.....	576	556,000	19,850,000
1923.....	628	399,000	10,670,000
1924.....	710	613,000	8,420,000
1925.....	603	441,000	7,950,000
1926.....	323	2,734,000	162,230,000
1927.....	308	108,000	1,170,000
1928.....	302	124,000	1,390,000
1929.....	431	533,000	8,290,000
1930.....	422	307,000	4,400,000
1931.....	420	490,000	6,980,000
1932.....	389	379,000	6,490,000
1933.....	357	136,000	1,070,000
1934.....	471	134,000	960,000
1935.....	553	271,000	1,960,000
1936.....	818	316,000	1,830,000
1937.....	1,129	597,000	3,410,000
1938.....	875	274,000	1,330,000
1939.....	940	337,000	1,360,000
1940.....	922	299,000	940,000
1941.....	1,251	360,000	1,080,000
1942.....	1,303	457,000	1,530,000
1943.....	1,785	557,000	1,810,000
1944.....	2,194	821,000	3,710,000
1945, (4) January.....	175	32,600	104,000
February.....	157	27,400	60,000
March.....	173	74,700	400,000
April.....	213	44,800	99,000
May.....	182	50,900	129,000
June.....	198	57,600	202,000
July.....	184	47,000	169,000
August.....	179	43,300	110,000
September.....	196	40,200	114,000
October.....	244	90,800	1,114,000
November.....	236	89,200	235,000
December.....	130	21,600	87,000

(1) Work stoppages beginning in the period.

(2) Work stoppages involving less than 10 workers and those lasting less than one day are omitted except when time loss exceeds 100 days.

(3) Workers indirectly involved (i.e. thrown out of work at the establishments where the dispute occurred but not themselves parties to the dispute) are included in these totals, as well as workers directly involved.

(4) Preliminary figures.

(5) Workers involved in all stoppages in progress in each month of 1945.

UNITED STATES

Year	Number (1) (2)	Workers Involved (1) (3)	Time Loss in Man- working Days (3)
1919.....	3,639	4,160,348	.....
1920.....	3,411	1,463,054	.....
1921.....	2,385	1,099,247	.....
1922.....	1,112	1,612,562	.....
1923.....	1,553	756,584	.....
1924.....	1,249	654,641	.....
1925.....	1,301	428,416	.....
1926.....	1,035	329,592	.....
1927.....	707	329,939	26,218,628
1928.....	604	314,210	12,631,863
1929.....	921	288,572	5,351,540
1930.....	637	182,975	3,316,908
1931.....	810	341,817	6,893,244
1932.....	841	324,210	10,502,033
1933.....	1,695	1,168,272	16,872,128
1934.....	1,856	1,466,695	19,591,949
1935.....	2,014	1,117,213	15,456,337
1936.....	2,102	788,648	13,901,956
1937.....	4,740	1,860,621	28,424,857
1938.....	2,772	688,376	9,148,273
1939.....	2,613	1,170,962	17,812,219
1940.....	2,508	576,988	6,700,872
1941.....	4,288	2,362,620	23,047,556
1942.....	2,968	839,961	4,182,557
1943.....	3,752	1,981,279	13,500,529
1944.....	4,956	2,115,637	8,880,073
1945(4).....	(5) 4,600	3,325,000	35,000,000
1945.(4) January.....	235	46,000	184,000
February.....	280	111,000	381,000
March.....	380	197,000	775,000
April.....	430	306,000	1,475,000
May.....	425	325,000	2,210,000
June.....	450	328,000	1,850,000
July.....	520	322,000	1,700,000
August.....	410	225,000	1,350,000
September.....	550	460,000	3,675,000
October.....	455	560,000	7,800,000
November.....	335	405,000	6,100,000
December.....	(5) ...	40,000	7,500,000

(1) Strikes and lockouts beginning in the period.

(2) Strikes and lockouts which involve as many as six workers and last as long as a full day or shift are included.

(3) All workers in the plant made idle because of the dispute, but not workers or idleness in other plants indirectly affected are included.

(4) Preliminary figures.

(5) The number of work stoppages included for December, 1945, in the yearly total is 100.

AUSTRALIA

Year	Number (1)	Workers Involved (2)	Time Loss in Man- working Days (3)
1919.....	460	100,300	6,308,226
1920.....	554	102,519	1,872,065
1921.....	624	120,198	956,617
1922.....	445	100,263	858,685
1923.....	274	66,093	1,145,977
1924.....	504	132,569	918,646
1925.....	499	154,599	1,128,570
1926.....	360	80,768	1,310,261
1927.....	441	157,581	1,713,581
1928.....	287	82,349	777,278
1929.....	259	88,293	4,671,478
1930.....	183	51,972	1,511,241
1931.....	134	34,541	245,961
1932.....	127	29,329	212,318
1933.....	90	26,988	111,956

AUSTRALIA—Con.

Year	Number (1)	Workers Involved (2)	Time Loss in Man- working Days (3)
1934.....	155	46,963	370,386
1935.....	183	44,813	495,124
1936.....	235	57,118	497,248
1937.....	342	92,121	557,111
1938.....	376	132,480	1,337,994
1939.....	416	143,228	459,154
1940.....	350	178,939	1,507,252
1941.....	567	240,845	984,174
1942.....	602	166,167	378,195
1943.....	785	258,028	990,151
1944.....	941	260,792	912,752
1945, 1st quarter.....	253	61,536	274,725

(1) Work stoppages in existence in the period.

(2) Workers directly involved only.

(3) Time loss for workers directly and indirectly involved.

BRITISH INDIA

Year	Number (1)	Workers Involved (2)	Time Loss in Man- working Days
1921.....	396	600,351	6,984,426
1922.....	278	435,434	3,972,727
1923.....	213	301,044	5,051,704
1924.....	133	312,462	8,730,913
1925.....	134	270,423	12,578,129
1926.....	128	186,811	1,097,478
1927.....	129	131,655	2,019,970
1928.....	203	506,851	31,647,404
1929.....	141	532,016	12,165,691
1930.....	148	196,301	2,261,731
1931.....	166	203,008	2,408,000
1932.....	118	128,099	1,922,437
1933.....	146	164,938	2,168,961
1934.....	159	220,808	4,775,559
1935.....	145	114,217	973,457
1936.....	159	169,029	2,358,062
1937.....	379	647,801	8,982,257
1938.....	399	400,075	9,198,708
1939.....	406	409,189	4,992,795
1940.....	322	452,539	7,577,281
1941.....	359	291,054	3,330,503
1942.....	694	772,653	5,779,965
1943.....	716	525,088	2,342,287
1944.....	658	550,015	3,447,306
1945, (3) January.....	69	40,897	295,201
February.....	52	51,304	144,479
March.....	65	50,632	147,652
April.....	59	45,623	276,856
May.....	65	30,014	88,796
June.....	68	54,353	112,811
July.....	47	44,346	55,765
August.....	49	54,629	275,247
September.....	56	65,025	342,507

(1) Work stoppages in existence in the period.

(2) It is not stated whether or not the employees indirectly involved are included.

(3) Preliminary figures.

EIRE

Year	Number (1) (2)	Workers Involved (2)	Time Loss in Man- working Days (2)
1923.....	131	20,635	1,208,734
1924.....	104	16,403	301,705
1925.....	86	6,855	293,792
1926.....	57	3,455	85,345
1927.....	53	2,312	64,020
1928.....	52	2,190	54,292
1929.....	53	4,533	101,397
1930.....	83	3,410	77,417
1931.....	60	5,431	310,199
1932.....	70	4,222	42,152
1933.....	88	9,059	200,126
1934.....	99	9,288	180,080
1935.....	99	9,513	288,077
1936.....	107	9,443	185,623
1937.....	145	26,734	1,754,949
1938.....	137	13,736	208,784
1939.....	99	6,667	106,476
1940.....	89	7,715	152,076
1941.....	71	4,895	77,133
1942.....	69	5,132	115,039
1943.....	81	5,921	61,809
1944.....	84	4,387	38,308

(1) Disputes which last less than one day or which involve an aggregate loss of less than 10 man-days are excluded.

(2) Work stoppages beginning in the period.

(*) It is not stated whether the employees indirectly involved are included.

NEW ZEALAND

Year	Number	Workers Involved (1)	Time Loss in Man- working Days (1)
1919.....	45	4,030	.....
1920.....	77	15,138	54,735
1921.....	77	10,433	119,208
1922.....	58	6,414	93,456
1923.....	49	7,162	201,812
1924.....	34	14,815	89,105
1925.....	83	9,905	74,552
1926.....	59	6,264	47,811
1927.....	36	4,384	10,395
1928.....	41	9,822	22,817
1929.....	49	7,831	26,808
1930.....	45	5,632	33,233
1931.....	24	6,356	48,486
1932.....	23	9,335	108,528
1933.....	16	3,957	111,935
1934.....	24	3,733	10,393
1935.....	12	2,323	18,563
1936.....	43	7,354	16,980
1937.....	52	11,411	29,916
1938.....	72	11,388	35,456
1939.....	66	16,082	53,801
1940.....	57	10,475	28,097
1941.....	89	15,261	26,237
1942.....	64	14,282	51,436
1943.....	69	10,935	15,003
1944.....	149	29,766	52,602
1945, 1st 3 months.....	53	12,584	20,414
1st 6 months.....	92	19,992	32,643
1st 9 months.....	125	28,832	46,112

(1) Workers directly or indirectly affected are included.

Prices

Prices, Retail and Wholesale, in Canada, February, 1946

Cost of Living, Prices of Staple Articles, and Index Numbers, as Reported by the Dominion Bureau of Statistics

THE cost-of-living index of the Dominion Bureau of Statistics remained unchanged between January 2 and February 1, 1946 at 119.9. Foods moved 0.3 points lower to 132.5 due to seasonal weakness in certain items, notably eggs and citrus fruits. Fresh vegetables were slightly firmer. A gain of 0.6 to 120.1 in homefurnishings and services reflected a sharp increase in the price of kitchen brooms, while the clothing series advanced 0.1 to 122.7. Other groups were unchanged as follows: rentals at 112.3, fuel and light at 107.1 and miscellaneous items at 110.9.

On the base August, 1939=100, bi-monthly cost-of-living indexes for eight regional cities were mainly unchanged to lower between December, 1945 and February, 1946. Winnipeg moved against the trend, an index for this city gaining 0.1 to 117.1. Seasonal changes in foods were responsible for lower indexes at other centres. Cost-of-living indexes for

Vancouver at 118.2 and Edmonton at 117.1 were each down 0.5 points, while a decline of 0.4 to 122.2 occurred for the Montreal series, and 0.3 to 119.3 for Halifax. Declines of 0.1 were recorded for two centres, Toronto series falling to 118.0 and the Saskatoon index to 120.6. Saint John continued unchanged at 119.7.

Retail Prices

The accompanying table on retail prices of staple foods, coal and rentals (Table IV) is prepared each month by the Dominion Bureau of Statistics. It shows the prices of these commodities in 64 cities across Canada at the date under review.

The prices of the staple food items included in the table are all used in the calculation of the index of the food group in the official cost-of-living index, and give a reasonably complete picture of prices throughout Canada as

(Continued on page 40f)

BASE: 1939=100

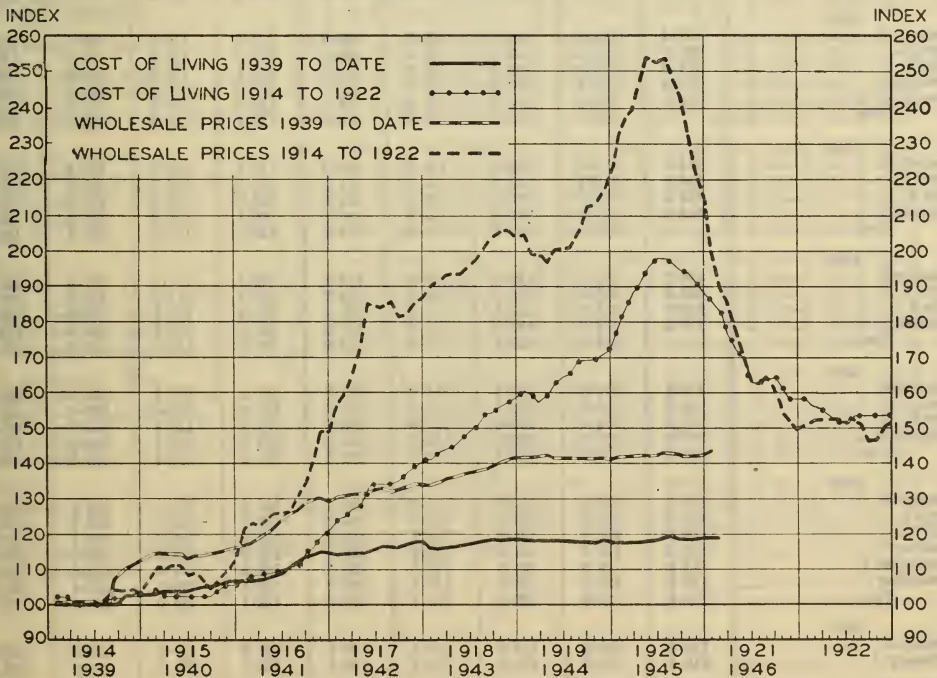


TABLE I.—DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING IN CANADA

Prices as at the Beginning of each Month

	Adjusted to base 100-0 for August 1939	On base of average prices in 1935-39 as 100*							Retail Prices Index (Commodities only)†
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	
1913.....		79.7	88.3	74.3	76.9	88.0		70.3	
1914.....		80.0	91.9	72.1	75.4	88.9		70.3	
1915.....		81.6	92.7	69.9	73.8	96.8		70.9	
1916.....		88.3	103.3	70.6	75.4	110.8		74.5	
1917.....		104.5	133.3	75.8	83.8	130.3		81.5	
1918.....		118.3	152.8	80.2	92.2	152.3		91.4	
1919.....		130.0	163.3	87.6	100.7	175.1		101.2	
1920.....		150.5	188.1	100.2	119.9	213.1		110.3	
1921.....		132.5	143.9	109.1	127.6	123.4		112.5	
1922.....		121.3	121.9	113.7	122.2	147.0		112.5	
1926.....		121.8	133.3	115.9	116.8	139.1		106.1	
1927.....		119.9	130.8	114.5	114.4	135.6		105.1	
1928.....		120.5	131.5	117.3	113.2	133.5		104.8	
1929.....		121.7	134.7	119.7	112.6	134.8		105.0	
1934.....		95.6	92.7	93.2	102.1	97.1		97.8	
1935.....		96.2	94.6	94.0	109.9	97.6	95.4	98.7	95.9
1936.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1	98.1
1937.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1	102.0
1938.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2	102.8
1939									
August 1.....	100.0	100.8	99.3	103.8	99.0	100.1	100.9	101.3	100.0
September 1.....	100.0	100.8	99.4	103.8	98.9	99.6	100.8	101.3	100.0
October 2.....	102.7	103.5	106.3	104.4	104.4	99.6	101.0	101.7	103.8
December 1.....	103.0	103.8	104.7	104.4	105.4	103.3	104.1	102.0	104.3
Year.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1940									
January 2.....	103.0	103.8	104.5	104.4	105.5	103.3	104.3	101.8	104.2
April 1.....	103.8	104.6	104.8	104.4	105.9	107.8	106.1	101.8	105.5
July 2.....	104.8	105.6	105.3	106.9	107.9	109.1	106.9	102.2	106.4
October 1.....	106.2	107.0	106.1	107.7	108.0	113.5	109.7	102.8	108.4
Year.....		105.6	105.6	106.3	107.1	109.2	107.2	102.3	106.6
1941									
January 2.....	107.4	108.3	109.7	107.7	108.6	113.7	110.8	103.1	110.4
April 1.....	107.7	108.6	110.1	107.7	108.9	114.3	111.7	102.9	110.7
July 2.....	111.0	111.9	116.6	109.7	110.5	115.1	113.0	105.6	114.9
October 1.....	114.6	115.5	123.2	111.2	112.1	119.6	117.3	106.5	120.1
December 1.....	114.9	115.8	123.8	111.2	112.7	119.9	117.9	106.7	120.6
Year.....		111.7	116.1	109.4	110.3	116.1	113.8	105.1	114.9
1942									
January 2.....	114.5	115.4	122.3	111.2	112.9	119.9	118.0	106.8	119.9
April 1.....	115.0	115.9	123.7	111.2	112.9	119.8	118.1	107.1	120.6
July 2.....	117.0	117.9	130.3	111.3	112.5	120.0	117.9	107.1	123.9
October 1.....	116.9	117.8	129.8	111.3	112.8	120.1	117.8	107.1	123.7
Year.....		117.0	127.2	111.3	112.8	120.0	117.9	107.1	122.4
1943									
January 2.....	116.2	117.1	127.3	111.3	112.8	120.2	117.8	107.5	122.5
April 1.....	116.7	117.6	128.7	111.3	112.7	120.2	117.8	107.7	123.2
July 2.....	117.9	118.8	131.8	111.5	113.4	120.5	117.8	108.2	125.1
October 1.....	118.4	119.3	132.9	111.9	113.3	121.1	118.2	108.3	125.8
Year.....		118.4	130.7	111.5	112.9	120.5	118.0	108.0	124.5
1944									
January 3.....	118.1	119.0	131.5	111.9	112.7	121.1	118.4	108.9	125.3
April 1.....	118.2	119.1	131.5	111.9	113.0	121.4	118.4	109.0	125.4
July 3.....	118.1	119.0	132.0	111.9	108.9	121.5	118.3	109.0	125.6
October 2.....	117.7	118.6	130.8	112.0	108.7	121.6	118.4	108.9	124.9
Year.....	118.0	118.9	131.3	111.9	110.6	121.5	118.4	108.9	125.2
1945									
January 2.....	117.7	118.6	130.2	112.0	109.1	121.8	118.3	109.2	124.6
April 2.....	117.8	118.7	131.0	112.0	106.7	121.8	118.5	109.2	125.1
July 3.....	119.3	120.3	135.6	112.1	106.5	122.2	119.2	109.4	127.6
October 1.....	118.8	119.7	133.3	112.3	106.7	122.4	119.4	109.6	126.5
November 1.....	118.9	119.9	134.0	112.3	106.6	122.5	119.4	109.6	126.8
December 1.....	119.1	120.1	134.3	112.3	107.1	122.5	119.5	109.6	127.0
Year.....	118.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946									
January 2.....	118.9	119.9	132.8	112.3	107.1	122.6	119.5	110.9	126.3
February 1.....	118.9	119.9	132.5	112.3	107.1	122.7	120.1	110.9	126.2

* For the period 1913 to 1934 the former series on the base 1926=100 was converted to the base 1935-1939=100.

† Commodities in the cost-of-living index excluding rents and services.

TABLE II.—DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF FEBRUARY, 1946

(Base:—August, 1939=100)

	Total	Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
Halifax.....	119.3	139.5	105.7	107.3	120.3	115.8	111.3
Saint John.....	119.7	132.6	107.8	114.2	123.2	117.6	111.5
Montreal.....	122.2	139.7	108.8	109.7	124.7	120.2	109.2
Toronto.....	118.0	129.5	111.1	113.5	119.9	116.8	110.9
Winnipeg.....	117.1	131.1	104.7	109.0	119.9	117.7	110.1
Saskatoon.....	120.6	136.0	113.2	110.4	120.9	120.4	109.7
Edmonton.....	117.1	134.1	100.0	103.6	124.2	117.8	110.2
Vancouver.....	118.2	134.1	100.2	114.2	126.5	117.1	109.6

TABLE III.—DOMINION AVERAGE RETAIL PRICE RELATIVES FOR STAPLE FOODS, AUGUST, 1939—FEBRUARY, 1946, WITH DOMINION AVERAGES OF ACTUAL RETAIL PRICES FOR FEBRUARY, 1946

Commodities*	Per	Aug. 1939	Dec. 1941	July 1944	Oct. 1944	Jan. 1945	April 1945	July 1945	Oct. 1945	Dec. 1945	Jan. 1946	Feb. 1946	Price Feb. 1946
Beef, sirloin steak.....	lb.	100.0	120.7	153.8	154.5	153.8	154.1	154.5	154.8	154.8	154.8	154.8	43.2
Beef, round steak.....	lb.	100.0	125.7	166.2	167.1	166.7	167.1	167.5	167.9	167.9	167.9	167.9	39.8
Beef, rib roast.....	lb.	100.0	125.5	172.2	172.2	173.0	173.9	173.9	174.3	174.3	175.2	175.2	40.3
Beef, shoulder.....	lb.	100.0	132.7	162.9	161.6	161.0	161.0	161.6	162.3	162.3	162.3	162.3	25.8
Beef, stewing.....	lb.	100.0	136.7	169.0	169.0	168.3	168.3	168.3	168.3	168.3	168.3	168.3	21.2
Veal, forequarter.....	lb.	100.0	139.3	174.6	174.6	173.4	173.4	173.4	174.6	174.0	174.0	174.6	29.5
Lamb, leg roast.....	lb.	100.0	109.9	162.3	151.1	147.9	148.9	162.0	153.9	152.8	152.5	152.8	43.4
Pork, fresh loins.....	lb.	100.0	125.3	138.8	138.8	141.5	141.5	143.8	143.5	143.8	144.2	144.2	37.5
Pork, fresh shoulder.....	lb.	100.0	127.0	146.4	146.4	142.9	142.3	143.4	142.9	143.4	143.4	143.9	28.2
Bacon, side, med. sliced.....	lb.	100.0	132.3	140.3	140.0	140.9	141.2	141.5	142.2	142.5	142.5	142.5	46.3
Lard, pure.....	lb.	100.0	151.3	151.8	151.8	155.3	156.1	157.0	158.8	159.6	160.5	160.5	18.3
Shortening, Vegetable.....	lb.	100.0	134.7	137.5	137.5	136.8	136.8	137.5	137.5	137.5	137.5	137.5	19.8
Eggs, grade "A" fresh.....	doz.	100.0	156.4	136.2	155.3	146.4	138.5	140.5	173.7	181.3	153.6	144.1	43.8
Milk.....	qt.	100.0	111.0	95.4	95.4	95.4	95.4	95.4	95.4	95.4	95.4	95.4	10.4
Butter, creamery, prints.....	lb.	100.0	140.5	143.2	145.4	146.2	146.2	143.6	144.7	148.0	148.7	148.7	40.6
Cheese, Canadian, mild.....	lb.	100.0	174.6	163.9	163.9	164.9	164.4	164.4	164.9	165.4	165.9	166.3	34.6
Bread, white.....	lb.	100.0	106.5	106.3	106.3	106.3	106.3	106.3	106.3	106.3	106.3	106.3	6.7
Flour, first grade.....	lb.	100.0	127.3	127.8	127.3	127.3	124.2	124.2	124.2	124.2	124.2	124.2	4.1
Rolled oats, bulk.....	lb.	100.0	112.0	114.0	114.0	114.0	114.0	114.0	114.0	114.0	114.0	114.0	5.7
Corn flakes, 8 oz.....	pkg.	100.0	101.1	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	9.2
Tomatoes, canned, 2½'s.....	tin	100.0	129.9	138.7	138.7	137.7	136.8	136.8	137.7	137.7	137.7	137.7	14.6
Peas, canned, 2's.....	tin	100.0	117.5	124.2	123.3	122.5	122.5	121.7	121.7	121.7	121.7	121.7	14.6
Corn, canned, 2's.....	tin	100.0	128.3	134.5	134.5	133.6	132.7	132.7	132.7	132.7	131.9	132.7	15.0
Beans, dry.....	lb.	100.0	129.4	133.3	133.3	133.3	133.3	133.3	133.3	133.3	135.3	135.3	6.9
Onions.....	lb.	100.0	108.2	159.2	124.5	112.2	108.2	140.8	128.6	126.5	130.6	134.7	6.6
Potatoes.....	15 lb.	100.0	89.9	153.0	128.4	126.8	141.2	204.9	148.5	149.4	151.5	154.0	50.5
Prunes, medium.....	lb.	100.0	115.8	122.8	122.8	122.8	121.1	120.2	120.2	122.8	122.8	139.7	14.9
Raisins, seedless, bulk.....	lb.	100.0	104.0	114.6	115.9	102.6	106.6	108.6	108.6	108.6	108.6	117.2	17.7
Oranges, medium size.....	doz.	100.0	132.5	141.0	141.6	142.7	147.1	153.6	156.0	154.3	154.3	147.8	43.3
Lemons, medium size.....	doz.	100.0	111.3	139.7	144.0	145.5	140.9	145.2	147.1	148.6	156.0	150.5	48.9
Jam, strawberry, 16 oz.....	jar	100.0	111.3	114.5	115.1	114.5	115.1	114.5	115.1	115.1	115.1	115.1	19.0
Peaches, 20 oz.....	tin	100.0	101.5	108.1	108.1	104.6	104.1	105.1	105.6	105.1	105.1	105.1	20.7
Marmalade, orange, 16 oz.....	jar	100.0	118.3	130.3	130.3	120.6	129.6	128.9	128.9	128.9	128.9	128.9	17.5
Corn syrup, 2 lb.....	tin	100.0	138.0	155.7	155.7	155.3	158.8	158.2	157.7	157.7	157.7	157.7	27.0
Sugar, granulated.....	lb.	100.0	132.3	132.3	132.3	132.3	132.3	132.3	132.3	132.3	132.3	132.3	8.6
Sugar, yellow.....	lb.	100.0	131.3	134.9	134.9	134.9	134.9	134.9	134.9	134.9	134.9	134.9	8.5
Coffee.....	lb.	100.0	141.6	131.1	131.1	131.1	131.1	131.4	131.7	131.7	131.7	131.7	44.5
Tea, black, ½ lb.....	pkg.	100.0	145.2	131.6	131.6	131.6	131.6	131.6	131.6	131.6	131.6	131.6	38.7

* Descriptions and units of sale apply to February 1946 prices.

† Nominal price.

TABLE IV.—RETAIL PRICES OF STAPLE FOODS

	Beef					Veal, boneless fronts, per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, med., sliced, per lb.	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A", medium or large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian, mild, per lb.	Bread, plain, white, per lb.	Flour, first grade per lb.	Rolled oats, bulk, per lb.	Corn flakes, 8 oz. package
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.			Fresh loins, per lb.	Fresh shoulder, per lb.											
P.E.I.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
1—Charlottetown.....	44.0	40.7	38.3	28.0	22.0	...	43.0	38.1	32.4	45.1	19.5	20.1	43.9	9.0	42.9	34.9	7.3	4.6	6.0	10.0
Nova Scotia—																				
2—Halifax.....	44.8	41.5	39.0	26.9	23.9	23.8	46.0	39.4	26.5	46.3	19.6	19.9	45.9	11.0	42.9	36.0	8.0	4.5	6.2	9.9
3—New Glasgow.....	45.7	43.1	42.3	26.8	23.4	...	47.2	40.2	30.6	47.1	19.5	19.9	47.8	10.0	43.4	36.6	7.3	4.8	6.2	10.0
4—Sydney.....	48.9	42.6	36.4	29.7	24.3	...	46.4	40.5	31.0	46.4	19.6	19.9	48.1	12.0	43.1	35.8	7.3	4.5	5.7	9.9
5—Truro.....	45.8	40.8	36.5	28.2	17.9	...	46.0	39.4	29.2	45.6	20.0	20.3	46.8	10.0	42.9	36.5	6.7	4.9	6.0	9.9
New Brunswick—																				
6—Fredericton.....	45.0	42.4	46.4	27.0	20.3	29.7	47.0	39.8	31.3	48.3	19.9	19.8	47.6	10.0	42.4	34.5	7.3	4.8	6.3	9.4
7—Moncton.....	45.6	41.4	40.9	27.1	21.0	30.0	47.0	39.0	30.3	48.3	18.8	19.8	47.6	10.0	42.4	34.9	8.0	4.5	5.9	10.0
8—Saint John.....	45.4	43.3	38.9	26.7	22.7	30.0	46.6	40.2	29.2	46.0	19.0	19.9	47.9	11.0	42.8	34.5	7.3	4.2	6.0	9.7
Quebec—																				
9—Chicoutimi.....	42.0	38.4	38.3	27.6	22.0	...	45.7	29.1	29.5	50.6	20.0	21.3	52.3	10.0	40.5	33.4	6.7	4.3	...	9.9
10—Hull.....	41.4	38.9	37.1	25.3	19.5	30.3	42.7	32.4	28.7	46.6	17.8	19.4	46.4	10.0	39.7	30.7	5.3	3.8	5.5	9.4
11—Montreal.....	42.9	39.9	43.5	24.2	20.3	26.6	43.8	34.0	27.0	47.0	18.7	19.2	45.9	10.5	40.7	34.2	6.0	3.7	5.7	9.2
12—Quebec.....	42.1	38.4	41.9	24.1	19.2	30.3	42.4	33.9	27.0	44.9	19.1	19.5	46.2	10.0	41.0	34.4	5.5	3.6	5.9	9.5
13—St. Hyacinthe.....	37.1	34.9	35.7	24.1	18.7	32.5	38.5	29.6	27.3	46.4	18.4	19.3	42.1	9.0	40.4	32.9	5.3	4.1	6.0	9.8
14—St. Johns.....	45.0	42.7	42.7	27.7	17.5	35.0	42.7	37.7	30.3	47.7	18.7	19.8	44.4	9.0	40.6	32.5	5.3	4.1	5.7	9.7
15—Sherbrooke.....	43.6	40.3	40.6	26.5	18.6	33.7	44.7	34.6	26.6	40.5	19.1	19.7	46.2	10.0	40.1	34.6	5.3	4.2	6.0	9.8
16—Sorel.....	40.6	36.9	40.9	25.2	19.7	...	37.7	33.2	26.6	47.0	18.9	20.0	44.6	9.0	40.4	32.5	5.3	4.1	5.3	10.0
17—Thetford Mines.....	34.3	35.0	...	25.6	17.7	...	...	26.0	25.9	39.2	18.3	19.5	45.4	9.0	40.4	32.2	5.3	4.0	5.3	9.6
18—Three Rivers.....	40.1	37.0	36.1	24.7	20.8	...	40.7	29.3	25.7	47.0	18.3	19.7	45.1	10.0	40.1	34.5	6.0	4.0	5.5	9.6
Ontario—																				
19—Belleville.....	42.2	38.6	39.8	25.8	20.2	27.5	43.2	37.4	30.0	45.4	18.2	19.2	42.4	10.0	41.3	32.3	6.7	4.2	5.4	8.6
20—Brantford.....	43.9	40.5	40.3	25.9	19.1	30.0	44.7	38.8	27.9	46.1	18.1	19.5	41.6	10.0	41.1	35.0	6.7	4.2	5.6	9.1
21—Brockville.....	46.0	42.4	43.7	26.0	21.6	29.3	45.5	38.7	29.7	45.9	18.3	19.3	42.1	10.0	40.3	32.7	6.3	4.0	5.4	8.8
22—Chatham.....	42.9	39.4	40.7	25.6	20.6	30.5	43.6	37.4	32.2	46.9	18.0	19.4	42.3	10.0	40.4	36.1	5.3	4.1	5.1	8.6
23—Cornwall.....	44.9	41.0	41.0	26.3	18.0	...	45.3	37.0	27.8	47.1	18.5	19.4	41.3	10.0	40.2	31.9	6.0	3.9	5.7	9.1
24—Fort William.....	43.4	39.7	37.6	25.4	22.0	...	43.8	...	...	46.0	18.0	19.3	46.2	11.0	40.7	33.3	6.0	3.9	5.1	8.8
25—Galt.....	43.5	40.3	40.0	25.0	22.5	29.7	43.4	38.2	27.0	47.9	18.3	19.2	42.0	10.0	40.9	36.9	6.7	4.1	5.8	8.8
26—Guelph.....	44.3	40.9	41.2	26.7	24.2	31.2	44.7	40.6	28.8	46.3	18.5	19.3	40.6	10.0	41.0	35.5	6.0	4.1	5.7	8.8
27—Hamilton.....	44.3	40.7	41.8	25.5	22.7	29.6	44.5	40.5	29.1	48.3	18.3	19.1	44.3	11.0	41.4	36.9	6.0	4.2	5.6	8.8
28—Kingston.....	43.1	38.8	39.9	25.6	18.7	...	43.7	33.6	27.3	45.7	17.7	19.1	43.5	10.0	40.1	32.1	6.0	4.3	5.4	9.2
29—Kitchener.....	42.8	40.1	41.2	25.2	22.7	30.4	44.1	38.6	27.1	48.0	18.5	19.6	40.1	10.0	40.8	33.6	6.3	4.0	6.1	8.8
30—London.....	43.6	40.2	41.1	25.5	22.0	30.3	43.7	39.6	26.4	46.1	18.6	19.3	44.3	10.0	41.1	33.7	6.0	4.0	5.5	8.8
31—Niagara Falls.....	42.8	39.5	40.7	24.8	20.2	29.6	44.0	39.3	28.3	44.4	18.5	19.2	42.2	10.5	40.9	32.3	6.0	4.2	5.7	8.8
32—North Bay.....	43.7	40.6	41.0	25.6	19.3	31.3	44.4	...	...	47.1	18.7	19.5	46.8	11.0	40.8	33.3	6.7	4.2	6.5	9.7
33—Oshawa.....	43.4	41.0	42.2	25.4	21.9	30.5	44.3	41.1	27.6	46.7	18.1	19.4	43.1	10.0	41.4	33.5	6.0	4.0	5.6	8.9
34—Ottawa.....	45.0	41.6	42.9	26.3	22.0	29.7	44.5	36.9	29.0	49.8	18.5	19.1	44.7	10.0	40.3	31.7	6.7	3.8	5.7	8.8

COAL AND RENTALS IN CANADA, FEBRUARY, 1946

Canned Vegetables																Sugar		Coal		Rent (a)	
Tomatoes, choice, 2 1/2's (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin	Beans, common, dry white, per lb.	Onions, cooking per lb.	Potatoes per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange per 32 oz. jar	Corn syrup per 2 lb. tin	Granulated, per lb.	Yellow per lb.	Coffee, medium, per lb.	Tea, black, medium per 1/2 lb. package	Anthracite, per ton	Bituminous, per ton		
cts.	cts.	cts.	est.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$	
15-1	15-5	15-8	6-6	7-1	43-5	15-2	19-8	47-8	65-1	39-2	22-7	38-0	29-2	8-6	8-1	53-1	38-0	.....	11-90	24-00-28-00(b)	1
14-7	14-5	15-1	6-9	6-6	49-9	14-5	16-8	51-8	56-1	39-3	21-6	36-7	29-1	8-6	8-3	49-5	38-0	.....	12-63	27-50-31-50	2
14-9	14-9	15-0	6-8	6-2	50-9	13-8	17-0	51-0	55-2	39-6	.....	38-3	29-0	8-2	8-2	51-7	38-0	.....	.....	16-00-20-00	3
14-9	14-9	15-0	6-8	6-7	51-0	13-7	19-8	50-7	62-3	39-3	20-7	37-6	28-8	8-6	8-4	49-7	37-8	.....	7-08	18-00-22-00(b)	4
15-0	14-8	15-3	7-0	6-5	50-3	14-1	18-0	51-6	58-9	40-0	20-7	37-6	29-9	8-7	8-7	50-3	38-0	.....	11-75	26-50-30-50	5
14-9	15-0	15-0	6-8	6-6	47-5	15-0	16-3	45-0	60-0	39-7	20-3	39-0	29-3	8-5	8-3	49-6	38-0	.....	12-41	21-00-25-00(b)	6
14-9	15-0	14-9	6-8	6-8	47-3	14-9	17-4	48-2	53-6	40-0	21-0	37-9	28-7	9-0	8-9	51-1	38-0	.....	11-91	26-00-30-00(b)	7
14-9	14-7	14-7	6-9	6-7	47-1	15-0	16-2	51-5	56-1	39-9	20-7	36-3	29-0	8-5	8-3	47-8	38-0	.....	13-03	20-50-24-50(b)	8
14-7	15-3	15-0	7-0	7-8	54-3	15-5	18-5	47-8	55-0	40-0	.....	39-4	28-4	8-6	8-2	53-1	39-6	18-00	.....	.....	9
13-7	14-5	14-9	7-4	6-3	52-0	13-7	17-2	37-7	45-9	37-0	.....	35-7	27-5	8-3	8-1	45-4	38-9	16-75	.....	15-50-19-50	10
13-6	14-1	14-4	6-9	6-6	49-8	15-1	17-9	40-8	43-3	37-9	.....	34-9	27-1	8-0	7-9	46-8	39-6	16-75	.....	23-00-27-00(b)	11
14-1	14-6	14-6	6-9	7-2	49-4	14-8	17-2	43-7	51-8	38-0	20-3	36-5	28-5	8-1	7-9	43-7	39-9	16-00	.....	27-50-31-50(b)	12
13-8	14-7	15-2	7-7	7-6	56-0	14-8	17-3	45-1	49-1	39-3	.....	36-5	28-8	8-0	7-8	42-9	40-3	15-75	.....	16-00-20-00(b)	13
14-0	14-8	15-0	6-6	8-1	50-7	14-1	18-6	45-4	47-7	39-4	21-3	37-3	28-3	8-0	7-9	41-6	40-0	15-50	.....	.....	14
13-8	14-8	15-2	6-5	6-6	48-7	14-3	18-3	45-6	45-7	39-3	22-7	38-5	28-6	8-0	8-0	41-1	39-5	17-50	.....	20-00-24-00(b)	15
14-4	14-8	15-3	7-4	7-3	52-9	15-6	17-5	43-8	51-0	41-6	.....	37-6	29-4	7-9	7-7	46-7	39-4	16-25	.....	.....	16
14-3	14-5	15-5	6-6	6-8	53-7	15-5	16-5	46-6	47-6	39-5	.....	37-7	28-4	8-1	7-6	48-0	39-4	19-00	.....	14-00-18-00(b)	17
14-5	14-6	14-6	6-9	7-7	52-7	15-5	18-7	42-0	54-1	40-4	20-0	37-6	28-5	8-4	8-0	46-7	40-0	16-00	.....	20-00-24-00(b)	18
13-0	14-1	14-8	6-2	6-4	49-2	.....	17-5	42-3	49-7	37-3	19-6	33-3	26-6	8-4	8-3	44-1	39-0	16-00	.....	.....	19
14-2	14-2	14-8	6-7	6-3	51-2	15-3	16-0	45-0	46-9	36-7	.....	33-2	26-3	8-4	8-3	46-1	39-3	16-00	.....	22-00-26-00	20
14-0	14-1	14-7	6-6	6-2	50-8	15-6	17-1	45-5	47-5	.....	.....	35-0	27-8	8-3	8-1	44-9	38-4	16-00	.....	20-00-24-00	21
14-2	14-5	14-6	6-0	6-1	53-4	.....	21-8	37-4	42-9	37-0	.....	33-7	26-1	8-6	8-5	41-6	38-4	16-00	.....	21-50-25-50	22
14-5	14-6	15-0	6-7	6-5	49-4	15-0	.....	35-2	46-8	.....	.....	34-7	26-6	8-2	8-2	45-3	38-6	16-50	.....	23-00-27-00(b)	23
14-2	14-4	14-4	6-5	6-8	46-9	14-7	18-6	40-6	51-2	37-6	20-3	35-2	26-0	8-7	8-6	41-7	38-1	16-80	.....	25-50-29-50	24
14-1	14-3	14-4	6-7	7-0	50-7	.....	16-5	42-0	50-9	37-0	.....	32-7	25-6	8-5	8-3	44-2	39-4	16-00	.....	22-00-26-00	25
14-2	14-4	14-9	6-5	6-1	50-9	16-2	18-6	39-9	46-6	35-5	19-0	33-2	25-8	8-5	8-4	43-2	38-6	16-00	.....	22-50-26-50	26
13-6	13-9	14-4	6-3	6-7	51-6	15-1	17-3	45-8	49-4	35-4	19-3	33-1	25-9	8-1	8-1	42-7	39-2	15-50	.....	26-00-30-00	27
13-6	13-9	14-4	6-7	6-4	49-4	16-3	17-0	44-9	46-1	37-4	.....	34-8	26-7	8-1	7-9	43-5	38-9	16-00	.....	29-50-33-50	28
14-4	14-3	14-6	6-7	6-1	51-3	.....	15-7	39-1	48-6	36-0	.....	33-6	25-6	8-6	8-5	41-5	39-4	16-00	.....	26-50-30-50	29
14-4	14-5	15-0	6-5	6-3	52-1	.....	15-5	41-9	44-9	35-8	.....	32-8	25-4	8-6	8-4	43-6	39-4	16-50	.....	26-50-30-50	30
13-4	13-3	14-6	6-6	6-1	50-2	.....	17-3	39-5	43-8	35-8	19-0	34-4	25-4	8-6	8-6	44-3	39-5	14-63	.....	25-00-29-00	31
14-3	14-3	14-6	6-5	6-4	52-2	17-3	19-5	45-5	51-7	.....	.....	35-1	27-8	9-0	8-9	49-7	39-6	17-25	.....	23-00-27-00	32
13-5	13-5	14-0	7-2	6-4	50-6	15-6	18-1	37-0	46-9	.....	18-7	34-0	25-5	8-6	8-3	46-2	39-5	16-00	.....	24-50-28-50	33
14-3	14-4	14-7	6-8	6-6	50-0	15-5	18-5	43-1	47-7	38-1	.....	35-6	27-4	8-2	8-0	43-9	39-0	16-75	.....	31-00-35-00	34

TABLE IV—RETAIL PRICES OF STAPLE FOODS

	Beef					Veal, boneless fronts, per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, med., sliced, per lb.	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A", medium or large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian, mild, per lb.	Bread, plain, white, per lb.	Flour, first grade per lb.	Rolled oats, bulk, per lb.	Corn flakes, 8 oz. package
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.			Fresh loins, per lb.	Fresh shoulder, per lb.											
35—Owen Sound.....	42.3	39.6	39.8	26.0	22.8	.....	.....	38.3	27.0	46.6	18.4	19.3	39.7	10.0	39.9	.....	6.0	4.1	5.3	9.4
36—Peterborough.....	45.0	41.5	42.0	26.0	21.7	32.0	44.6	41.5	27.7	47.0	18.6	19.1	41.5	10.0	40.9	34.7	6.0	4.3	5.6	8.6
37—Port Arthur.....	42.8	39.2	38.8	24.8	22.4	29.3	41.6	37.7	28.7	48.2	17.8	18.9	45.9	11.0	40.5	34.2	6.3	4.1	5.3	9.0
38—St. Catharines.....	43.3	40.1	41.3	25.3	20.5	30.7	44.2	41.2	26.8	47.7	18.2	19.2	42.9	10.5	40.9	35.6	6.0	4.1	5.6	9.0
39—St. Thomas.....	44.1	40.5	41.5	25.4	23.0	30.1	44.7	39.7	29.3	46.3	18.7	19.7	43.6	10.0	41.5	33.9	6.0	4.2	6.0	9.2
40—Sarnia.....	43.3	40.4	41.6	27.7	22.5	32.7	43.7	37.0	29.8	45.7	18.5	19.5	44.3	10.0	41.7	33.3	6.0	4.0	6.2	9.3
41—Sault Ste. Marie.....	43.1	40.0	39.0	26.5	22.1	.....	42.0	38.7	32.7	46.6	18.2	19.2	47.0	11.0	40.1	32.5	6.7	4.0	5.7	8.9
42—Stratford.....	41.6	39.8	39.4	25.5	23.0	.....	.....	38.2	27.3	45.8	18.1	20.0	41.1	10.0	40.9	35.0	5.3	3.9	5.9	9.1
43—Sudbury.....	42.6	39.7	39.7	25.4	23.3	27.6	40.6	37.7	29.3	44.9	18.8	19.6	46.4	11.0	40.0	34.6	6.7	4.1	6.4	9.1
44—Timmins.....	44.4	41.4	42.3	26.5	21.6	29.7	42.5	.....	.....	44.4	19.0	19.7	45.8	12.0	39.8	34.6	6.7	4.3	5.4	9.4
45—Toronto.....	44.3	40.4	41.9	26.4	22.8	30.6	44.4	40.7	25.0	49.7	18.4	19.2	44.7	11.0	41.0	37.5	6.7	4.2	5.4	8.6
46—Welland.....	41.3	38.6	41.0	25.7	21.9	29.7	.....	39.4	28.5	43.9	18.3	19.6	40.6	11.0	41.2	35.9	6.7	4.2	5.1	8.8
47—Windsor.....	43.5	39.9	41.6	25.0	23.3	31.0	43.5	39.8	28.7	45.9	18.6	19.2	44.1	11.0	40.5	35.8	6.0	4.1	5.0	8.8
48—Woodstock.....	42.7	39.4	39.8	25.0	18.6	.....	44.3	37.8	26.0	44.9	18.3	19.2	42.1	10.0	40.7	32.4	6.0	3.8	5.9	8.8
Manitoba—																				
49—Brandon.....	42.8	38.4	40.2	25.0	19.4	.....	42.7	37.5	26.0	46.5	16.8	20.8	41.7	10.0	38.5	34.5	7.1	3.8	5.7	9.0
50—Winnipeg.....	42.2	37.8	35.2	24.8	21.0	27.3	41.2	37.2	28.8	48.6	17.2	19.6	43.2	9.0	38.3	34.6	8.0	3.7	5.3	8.7
Saskatchewan—																				
51—Moose Jaw.....	42.7	38.0	38.6	24.2	18.3	.....	41.8	35.0	26.0	45.7	16.3	20.7	41.3	11.0	38.1	35.6	7.2	3.7	5.3	8.8
52—Prince Albert.....	38.6	35.6	37.5	23.6	17.4	.....	37.3	.....	.....	43.4	16.8	20.6	43.8	10.0	38.9	34.3	6.0	4.0	.....	8.7
53—Regina.....	41.3	37.8	38.1	24.2	21.3	26.0	41.0	35.2	25.0	42.9	16.5	21.8	42.3	10.0	37.9	35.1	6.8	3.9	.....	9.1
54—Saskatoon.....	41.4	38.0	36.3	24.9	19.5	27.4	40.8	35.1	27.3	43.4	16.4	20.1	41.5	10.0	37.7	35.0	7.2	3.7	5.5	8.9
Alberta—																				
55—Calgary.....	43.2	38.8	39.8	24.8	21.4	26.7	40.5	.....	.....	48.3	16.4	20.1	42.1	10.0	39.0	36.4	7.2	3.9	5.4	8.7
56—Drumheller.....	41.7	37.7	38.3	25.3	20.3	.....	.....	35.7	26.7	44.6	17.4	21.5	40.9	10.0	39.9	39.3	8.0	4.4	5.4	8.9
57—Edmonton.....	40.7	36.5	38.3	22.8	20.2	25.9	37.3	36.0	26.4	45.6	16.4	20.4	41.6	10.0	38.8	35.3	7.2	3.8	5.3	8.7
58—Lethbridge.....	41.2	37.2	37.0	24.0	17.4	25.0	40.5	36.3	27.0	44.0	16.3	21.2	41.0	10.0	38.9	35.3	8.0	3.9	.....	8.7
British Columbia—																				
59—Nanaimo.....	.....	.....	.....	.....	.....	45.0	.....	.....	.....	48.5	19.7	20.5	40.8	12.0	41.0	37.8	9.0	4.4	.....	9.4
60—New Westminster.....	45.0	40.3	41.8	25.6	23.8	29.7	42.9	39.4	27.4	48.0	18.2	20.1	40.0	10.0	41.0	35.4	8.0	4.2	6.0	9.2
61—Prince Rupert.....	44.5	41.0	42.7	26.0	23.7	28.7	44.3	.....	.....	49.6	18.5	21.1	46.6	15.0	41.3	38.0	10.0	4.9	.....	9.7
62—Trail.....	44.5	40.7	43.6	25.8	25.0	28.6	44.4	40.3	29.1	46.2	18.1	22.7	44.4	13.0	40.9	34.5	9.0	4.0	5.7	9.3
63—Vancouver.....	46.7	41.9	42.3	26.6	25.2	27.8	43.6	39.3	29.1	48.8	18.0	19.1	40.4	10.0	40.6	35.6	9.6	4.1	5.7	8.9
64—Victoria.....	45.3	41.6	43.7	26.7	23.9	31.4	44.7	40.3	29.9	46.1	19.0	20.5	42.2	11.0	41.0	36.3	9.0	4.3	6.5	9.0

COAL AND RENTALS IN CANADA, FEBRUARY, 1946

Canned Vegetables																			Sugar		Coal		Rent (a)
Tomatoes, choice, 2 1/2 s (28 oz.), per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin	Beans, common, dry white, per lb.	Onions, cooking per lb.	Potatoes per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange per 32 oz. jar	Corn syrup per 2 lb. tin	Granulated, per lb.	Yellow per lb.	Coffee, medium, per lb.	Tea, black, medium per 1/2 lb. package	Anthracite, per ton	Bituminous, per ton				
cts.	cts.	cts.	cst.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$			
14-3	14-3	14-3	6-5	5-6	53-1	...	15-6	47-6	49-7	...	...	34-0	26-1	8-5	8-4	48-0	39-2	16-50	.....	16-00-20-00	35
13-5	13-7	14-6	6-3	6-5	51-0	...	18-9	40-0	51-0	38-3	...	34-2	26-6	8-6	8-5	43-2	39-0	16-75	.....	24-00-28-00	36	
14-0	14-5	14-2	6-3	6-8	52-0	14-4	18-4	43-3	50-7	38-0	21-1	35-2	25-4	8-5	8-3	41-2	38-1	16-80	.....	23-00-27-00	37	
13-2	13-4	13-5	6-2	6-5	51-3	...	19-8	38-5	47-3	36-7	18-0	33-6	26-6	8-5	8-2	43-6	39-1	15-75	.....	27-00-31-00	38	
14-1	14-3	14-5	6-8	6-9	52-2	...	17-5	47-7	48-0	38-8	20-3	33-6	26-4	8-7	8-6	45-2	40-0	16-00	.....	21-00-25-00	39	
14-7	14-6	15-1	7-0	6-6	52-1	...	17-4	45-4	47-9	37-3	...	34-1	26-7	8-8	8-7	44-8	39-4	16-50	.....	23-00-27-50	40	
14-6	14-7	14-9	5-9	5-9	52-6	15-3	16-4	39-9	47-6	38-0	...	34-0	26-6	8-6	8-6	40-9	39-0	17-00	.....	23-00-27-00	41	
14-5	14-3	14-6	6-4	6-4	52-6	15-2	19-0	41-3	46-5	...	...	33-8	26-4	8-8	8-6	45-4	38-7	16-00	.....	21-00-25-00	42
14-3	14-5	14-8	6-3	6-4	52-9	16-7	17-9	43-0	50-3	39-0	...	34-8	28-5	8-8	8-5	45-0	38-8	17-75	.....	28-00-32-00	43	
14-9	14-5	14-9	6-3	6-6	54-3	14-7	19-0	46-7	51-1	38-2	...	34-9	27-9	8-8	8-8	40-3	38-8	19-50	.....	26-50-30-50	44	
13-6	13-7	14-3	6-3	6-3	50-8	14-7	16-6	41-3	47-7	...	...	31-9	25-4	8-2	8-0	44-5	38-7	15-50	.....	32-50-36-50	45
13-6	13-5	14-5	8-4	6-2	51-1	...	15-7	41-6	44-9	36-0	18-3	32-8	27-1	8-3	8-3	41-0	39-1	15-50	.....	.....	46
13-9	14-9	14-8	6-4	6-4	51-7	14-8	16-6	38-0	43-4	35-6	19-6	33-5	26-4	8-2	8-0	42-9	38-7	16-00	.....	25-00-29-00	47	
14-4	14-1	14-5	6-4	6-5	52-0	14-3	18-6	35-1	48-0	36-3	21-3	34-6	26-3	8-6	8-6	45-6	39-1	16-00	.....	22-00-26-00	48	
15-4	14-8	15-6	7-1	6-8	43-9	14-0	15-9	41-8	45-5	...	21-7	36-8	25-0	9-2	9-0	45-3	38-0	.....	8-45	21-00-25-00	49	
15-3	15-6	15-9	7-4	7-1	44-5	13-7	17-5	43-5	41-4	39-6	21-7	36-7	24-8	9-0	8-9	37-4	37-8	.....	12-95	26-00-30-00	50	
16-8	15-3	16-3	7-1	6-1	43-8	...	18-6	41-6	48-8	41-5	22-7	35-6	27-5	9-5	9-3	43-0	38-2	.....	10-30	22-50-26-50	51	
16-5	15-9	16-3	7-3	6-9	41-8	14-3	17-3	43-0	49-3	40-6	23-1	38-5	28-5	9-9	9-6	41-2	38-0	.....	10-50	19-50-23-50	52	
16-8	15-3	15-6	7-1	7-0	42-9	16-9	18-0	41-2	42-0	40-8	21-8	36-8	28-0	9-3	9-7	43-3	37-9	.....	11-50	28-50-32-50	53	
17-2	16-3	16-3	7-5	7-1	43-3	15-3	18-0	47-0	50-6	41-2	22-3	36-9	27-3	9-7	9-8	45-1	37-8	.....	10-10	22-00-26-00	54	
15-0	14-3	15-3	7-5	6-4	52-8	15-5	17-6	39-3	49-7	37-0	20-5	34-0	26-4	9-0	9-5	41-5	37-7	.....	8-25	26-00-30-00	55	
17-6	15-9	16-5	8-0	6-6	50-4	14-8	18-1	37-9	50-1	40-4	22-5	35-7	28-0	9-5	9-7	42-7	38-0	.....	.....	21-00-25-00	56
15-1	14-8	15-1	7-6	6-9	50-5	14-6	16-5	44-1	46-1	38-2	21-2	34-4	25-9	9-2	9-2	43-5	37-6	.....	5-40	24-50-28-50	57	
15-6	14-0	14-7	7-4	6-3	47-7	14-2	16-5	40-8	47-8	...	20-9	34-0	26-2	9-3	9-5	44-0	37-5	.....	4-90	22-00-26-00	58	
14-9	14-8	15-0	8-4	6-7	53-5	14-6	17-5	38-9	41-3	37-2	20-1	31-0	25-0	8-9	8-8	41-2	38-1	.....	.....	17-00-21-00	59
14-9	14-3	15-0	7-1	6-3	49-6	11-8	16-8	40-1	39-6	37-6	20-4	33-7	24-9	8-0	8-0	36-5	38-0	.....	13-00	20-50-24-50	60	
16-0	15-8	16-5	8-1	7-2	60-1	14-3	17-4	54-0	51-3	38-0	21-2	32-0	26-5	8-7	8-6	44-3	38-7	.....	13-65	20-00-24-00	61	
15-0	15-1	16-6	8-4	6-2	53-4	14-0	20-3	41-3	52-9	37-3	21-6	33-9	27-7	8-9	8-8	39-6	37-7	.....	10-75	23-00-27-00	62	
14-6	14-6	14-7	7-4	6-6	51-3	14-8	18-7	42-3	38-3	35-2	19-7	30-4	24-4	8-0	8-1	39-4	37-8	.....	13-00	23-50-27-50	63	
14-9	15-0	14-9	7-6	6-7	56-2	14-1	18-4	42-1	41-6	37-0	20-0	31-1	24-9	8-9	8-5	43-0	38-3	.....	13-25	21-00-25-00	64	

(a) The basis of these figures is the record of rents collected in the 1941 census of housing. The movement since then has been determined from reports from real estate agents, the census averages being adjusted in accordance with the changes indicated by these reports.

(b) Rents marked (b) are for apartments or flats. Other rent figures are for single houses. Apartment or flat rents have been shown where this type of dwelling is more common than single houses.

TABLE V.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA, CALCULATED BY THE DOMINION BUREAU OF STATISTICS

(1926=100)

Commodities	1913	1918	1920	1922	Jan. 1926	Jan. 1929	Jan. 1933	Jan. 1941	Jan. 1942	Jan. 1943	Jan. 1944	Jan. 1945	Dec. 1945	Jan. 1946
All commodities.....	64.0	127.4	155.9	97.3	103.0	94.0	63.8	84.8	94.1	97.1	102.5	102.8	103.3	103.9
Classified according to chief component material—														
I. Vegetable Products.....	58.1	127.9	167.0	86.2	105.1	87.1	50.5	71.8	82.0	86.2	95.2	95.7	97.0	97.1
II. Animals and Their Products.....	70.9	127.1	145.1	96.0	103.0	107.0	57.2	83.5	98.5	104.3	108.3	106.7	108.9	108.3
III. Fibres, Textiles and Textile Products.....	58.2	157.1	176.5	101.7	104.3	93.2	67.9	84.4	93.0	91.9	91.9	91.7	91.8	91.8
IV. Wood, Wood Products and Paper.....	63.9	89.1	154.4	106.3	100.6	93.7	63.5	91.9	100.9	103.9	115.9	118.3	117.6	122.3
V. Iron and Its Products.....	68.9	156.9	168.4	104.6	100.8	93.3	85.4	107.4	112.9	116.0	116.0	117.1	115.2	115.2
VI. Non-Ferrous Metals and Their Products.....	98.4	141.9	135.7	97.3	105.7	96.9	56.9	77.7	77.7	79.7	79.7	79.7	81.6	81.6
VII. Non-Metallic Minerals and Their Products.....	56.8	82.3	112.2	107.0	100.6	93.4	86.0	91.0	98.5	99.7	102.8	102.7	101.7	101.7
VIII. Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	100.9	94.9	81.9	91.4	104.2	100.4	100.0	100.1	98.8	98.8
Classified according to purpose—														
I. Consumers Goods.....	62.0	102.7	136.1	96.9	103.2	94.1	69.7	85.5	95.0	96.0	97.8	97.4	98.4	98.2
Foods, Beverages and Tobacco.....	61.8	119.0	150.8	90.2	103.1	96.6	59.3	82.1	95.4	100.1	102.5	101.5	104.0	103.6
Other Consumer Goods.....	62.2	91.9	126.3	101.4	103.2	92.4	76.6	87.7	94.7	93.3	94.7	94.6	94.6	94.6
II. Producers' Goods.....	67.7	133.3	164.8	98.8	103.2	93.6	57.8	79.8	86.5	90.8	99.7	100.4	100.4	101.4
Producers' Equipment.....	55.1	81.9	108.6	104.1	102.7	94.4	87.7	102.2	108.2	111.7	118.9	120.0	119.1	119.1
Producers' Materials.....	69.1	139.0	171.0	98.2	103.3	93.5	54.5	77.3	84.1	88.5	97.6	98.2	98.3	99.4
Building and Construction Materials.....	67.0	100.7	144.0	108.7	102.3	98.0	75.7	99.1	113.6	118.3	126.7	127.9	122.7	123.3
Manufacturers' Materials.....	69.5	148.1	177.3	95.8	103.5	92.5	50.9	73.6	79.1	83.4	92.7	93.2	94.2	95.4
Classified according to origin—														
I. Farm—														
A. Field.....	59.2	134.7	176.4	91.2	107.2	86.6	51.0	70.3	80.0	82.9	90.7	90.8	91.8	91.9
B. Animal.....	70.1	129.0	146.0	95.9	104.0	105.1	56.6	84.5	96.4	100.4	101.4	100.9	102.4	101.9
Farm (Canadian).....	64.1	132.6	160.6	88.0	105.1	95.6	43.6	67.2	79.2	87.7	104.1	104.4	106.3	106.5
II. Marine.....	65.9	111.6	114.1	91.7	98.3	105.6	59.1	84.2	108.3	121.4	138.0	130.5	132.9	132.9
III. Forest.....	60.1	89.7	151.3	106.8	100.7	93.6	63.8	91.5	100.5	103.5	115.2	117.5	118.0	121.5
IV. Mineral.....	67.9	115.2	134.6	106.4	101.1	92.8	80.4	92.5	97.3	98.9	100.5	100.7	99.6	99.6
All raw (or partly manufactured).....	63.8	120.8	154.1	94.7	106.0	94.2	51.2	76.6	87.3	93.0	104.2	104.3	105.3	105.3
All manufactured (fully or chiefly).....	64.8	127.7	156.5	100.4	103.0	92.6	67.2	83.4	91.7	92.6	93.7	93.8	94.1	95.0

TABLE VI.—INDEX NUMBERS OF WHOLESALE PRICES AND COST OF LIVING IN CANADA AND OTHER COUNTRIES
(Base figure 100 except where noted)

Country:	Description of Index	Canada		United States		United Kingdom		Switzerland		South Africa		Australia		New Zealand	
		Wholesale, Dominion Bureau of Statistics	Cost of Living, Bureau of Labor Statistics	Wholesale, Bureau of Labor Statistics	Cost of Living, Bureau of Labor Statistics	Wholesale, Board of Trade	Cost of Living, Ministry of Labour	Wholesale, Federal Labour Department	Cost of Living, Federal Labour Department	Wholesale, Census and Statistics Office	Cost of Living, Census and Statistics Office	Wholesale, Commonwealth Statistician	Cost of Living, Commonwealth Statistician	Wholesale, Government Statistician	Cost of Living, Government Statistician
	Number of Commodities:	508	889	200	100	78	188	100	1125	1000	1000	1000	1000	180	
	Base Period:	1926	1926	1935-1939	1935-1939	1914	1914	1914	1910=1000	1938=1000	1936-1939=1000	1936-1939=1000	1936-1939=1000	1926-1930=1000	
1913	(a) 79.1	69.8	.....	70.7	.....	100	.....	.....	814	.....	.....	.....	748	(b) 628
1914	64.0	68.1	.....	71.8	.....	(g) 100	.....	1090	855	.....	.....	.....	805	676
1915	70.4	69.5	.....	72.5	.....	123	.....	1204	908	.....	.....	.....	882	724
1916	84.3	85.5	.....	77.9	.....	146	.....	1379	908	.....	.....	.....	1025	786
1917	114.3	117.5	.....	91.6	.....	176	.....	1583	996	.....	.....	.....	1224	850
1918	127.4	131.3	.....	107.5	.....	203	.....	1723	1064	.....	.....	.....	1252	912
1919	134.0	138.6	.....	123.8	.....	215	.....	222	1177	.....	.....	.....	1536	1019
1920	155.9	145.4	.....	143.0	.....	249	.....	2512	1458	.....	.....	.....	1428	1034
1921	110.0	129.9	.....	127.7	.....	226	.....	2000	1320	.....	.....	.....	1053	982
1922	97.3	96.7	.....	119.7	.....	183	.....	164	1101	.....	.....	.....	1053	1010
1926	100.0	100.0	.....	126.4	.....	172	.....	144.5	1063	.....	.....	.....	994	1006
1928	96.4	96.7	.....	122.6	.....	166	.....	1358	1069	.....	.....	.....	988	1004
1929	95.6	95.3	.....	122.5	.....	164	.....	1305	1066	.....	.....	.....	983	1004
1930	86.6	86.4	.....	119.4	.....	157	.....	1155	1041	.....	.....	.....	933	981
1933	67.1	65.9	.....	92.4	.....	140	.....	1047	932	.....	.....	.....	904	795
1938	73.6	78.6	.....	100.8	.....	156	.....	1174	1000	.....	.....	.....	1005	951
1939	75.4	77.1	.....	99.4	.....	141.2	.....	138	999	.....	.....	.....	1029	990
1940	90.0	87.3	.....	100.2	.....	184	.....	151	1034	.....	.....	.....	1071	1035
1941	95.7	98.8	.....	105.2	.....	199	.....	174	1082	.....	.....	.....	1191	1073
1942	100.0	103.1	.....	116.5	.....	200	.....	193	1173	.....	.....	.....	1311	1109
1943	100.0	104.9	.....	123.6	.....	200	.....	209.6	1244	.....	.....	.....	1416	1109
1944	102.5	104.9	.....	123.5	.....	201	.....	218.2	1244	.....	.....	.....	1513	(e) 1002
1945—January	102.8	104.9	.....	127.1	.....	167.2	.....	207	1288	.....	.....	.....	1558	(e) 1003
February	102.9	105.3	.....	126.9	.....	167.2	.....	209	1315	.....	.....	.....	1570	.....
March	103.0	105.3	.....	128.8	.....	202	.....	209	1314	.....	.....	.....	1580	.....
April	103.4	105.7	.....	127.1	.....	202	.....	1772	1319	.....	.....	.....	1577	(e) 1006
May	103.0	106.0	.....	128.1	.....	202	.....	1722	1322	.....	.....	.....	1569	.....
June	103.2	106.1	.....	129.0	.....	204	.....	1766	1327	.....	.....	.....	1581	.....
July	104.0	105.9	.....	129.4	.....	203	.....	1797	1329	.....	.....	.....	1587	(e) 1005
August	102.7	105.7	.....	129.3	.....	207	.....	1807	1330	.....	.....	.....	1591	.....
September	102.9	105.2	.....	128.9	.....	205	.....	1808	1318	.....	.....	.....	1592	(e) 1001
October	103.1	105.9	.....	128.9	.....	203	.....	1807	1324	.....	.....	.....	1594	.....
November	103.3	107.1	.....	129.9	.....	203	.....	207	1324	.....	.....	.....	1605	.....
December	103.3	107.1	.....	129.9	.....	203	.....	1803	1323	.....	.....	.....	1605	(e) 1003
1946—January	103.9	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
February	103.9	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....

(a) First of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New wartime price series on base December 1942=1000, computed quarterly beginning March, 1943. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Revised.

used in the calculation of the index of this particular group. They are the averages of prices of goods reported to the Bureau by independent stores. They do not include prices from chain stores. As the movement of chain store prices agrees closely with the movement of independent store prices it was considered that the extra work and cost involved in compiling and printing a separate table for chain store prices were not warranted although chain store prices are used in the calculation of the index.

The coal and rental figures given are also used in the official cost-of-living index. Quotations are shown for anthracite coal in the provinces of Ontario and Quebec, and for bituminous coal in the rest of Canada, where this type of coal is more generally used.

Rental figures given in the table are typical of rents being paid by tenant households in each city. In some cities, flats and apartments are more numerous than single houses; in such cases rents for flats and apartments are shown while figures for other cities represent single-house rentals. In all cases figures represent rents being paid, not the rent asked for vacant dwellings. The basis of these figures is the record of rents for every tenth tenant-occupied dwelling collected in the 1941 census of housing. The movement of rents since that time has been determined from reports submitted by real estate agents. The 1941 census averages have been adjusted in accordance with the change indicated by these reports, and the printed figures show a \$4 spread centred around each city average.

Table III is designed to show the variation in the retail prices of commodities since the beginning of the war. Taking the Dominion average retail price of each of the commodities at August, 1939, as 100, the table shows the percentage changes in prices since that date; also the actual price on the first of the current month.

The Dominion Bureau of Statistics issues an index number of retail prices of commodities included in the cost-of-living index excluding rents and services. This index is now being included in Table I.

The accompanying chart shows the trend of the cost of living and wholesale prices since the beginning of the present war compared with the trend in the period of 1914-1922.

Explanatory Note as to Cost-of-living Index

The index number of the cost of living was constructed on the basis of a survey of expenditure by 1,439 families of wage-earners and salaried workers with earnings between \$600 and \$2,800 in 1938. The average expenditure was \$1,413.90, divided as follows: food (31.3 per cent), \$443; shelter (19.1 per cent),

\$269.50; fuel and light (6.4 per cent), \$90.50; clothing (11.7 per cent), \$165.80; home-furnishings (8.9 per cent), \$125.70; miscellaneous (22.6 per cent), \$319.40.

The last-named group includes health (4.3 per cent), \$60.80; personal care (1.7 per cent), \$23.90; transportation (5.6 per cent), \$79.30; recreation (5.8 per cent), \$82.10; life insurance (5.2 per cent), \$73.30. Other expenditure not directly represented in the index brought the total family living expenditure to \$1,453.80.

A description of the cost-of-living index, how it is calculated, and the complete list of items included in each of the principal groups, food, fuel, rent, clothing, home-furnishings, etc., with their weight, was published in the *LABOUR GAZETTE* for July, 1943, page 1057.

The control of prices under an Order in Council of November 1, 1941, P.C. 8527, became effective on December 1, 1941 (L.G., 1941, page 1371). The order provided that no person should sell any goods or supply services at prices higher than during the period September 15 to October 11, 1941, except under the regulations of the Wartime Prices and Trade Board. The activities of the Board in the operation of the price control policy are summarized from time to time in the *LABOUR GAZETTE* under the title *Price Control in Canada*.

Wholesale Prices, January, 1946

The general commodity wholesale price index rose 0.6 points to 103.9 between December, 1945 and January, 1946. Strength was concentrated mainly in the wood, wood products and paper group where increases in certain export prices advanced the index 4.7 points to 122.3. Notable among these increases were newsprint, spruce lumber and cedar shingles. Vegetable products rose 0.1 to 97.1 in the same interval, reflecting higher prices for potatoes, onions and rye which outweighed weakness in oranges, lemons and hay. Animal products, the only other group to record a change, dropped 0.6 to 108.3 in January, due to continued seasonal weakness in eggs. Live stock and fowl prices were moderately higher. Other groups remained unchanged; fibres, textiles and textile products at 91.8, iron and steel products 115.2, non-ferrous metals 81.6, non-metallic minerals 101.7 and chemicals and allied products 98.8.

The Canadian farm product wholesale price index averaged 0.2 points higher at 106.5 in January, supported by higher quotations in the field products section. Upturns in grains, potatoes and onions outweighed declines in hay and raw leaf tobacco to advance this index 0.5 to 95.4. Animal products declined 0.4 to 125.0 due to weakness in eggs overbalancing strength in live stock and poultry.

Joint National Conference of the Construction Industry

February 18-19-20, 1946, at Chateau Laurier, Ottawa

REPRESENTATIVES of employers and employees in the building and construction industry, attending the *Joint National Conference of the Construction Industry, held in Ottawa on February 18-20, 1946, drafted recommendations designed to further the role of the construction industry in the future development of Canada.

Chief among these was the decision of the conference to train 5,000 apprentices a year. This figure was accepted by the conference as reasonably meeting requirements according to present estimates.

Other recommendations were: the setting of wage rates at levels that will best encourage an adequate supply of workmen; the development of collective agreements in the industry; the paying of proper attention to the provision of rented shelter for low income groups, and also that material and labour are not so exclusively diverted to housing so as to seriously hinder commercial and industrial construction "to the detriment of the national economy", and the abolition of all government controls as soon as possible. A full record of the decisions of the conference is presented further on in this report.

The conference was held under the auspices of the National Joint Conference Board of the construction industry, established at a similar conference held in February, 1941; the purpose of the Board was to carry out the work of the latter conference and act as a medium of consultation in matters affecting the construction industry's participation in the national war effort. The success of the Board's efforts was stressed by various speakers and the decision was reached by the conference to perpetuate the Board's existence in its present form.

Thirty-one employers' representatives and an equal number of employees' representatives were invited by the Board to convene

*This is the third national joint conference of employers and employees in the construction industry. The first and second took place May 3-8, 1921 (L.G., May, 1921, p. 646) and February 10-12, 1941 (L.G., February, 1941, p. 117) respectfully.

in Ottawa; others attended by reason of their connection with the organizations involved.

Address of Mr. A. J. Hills, Chairman

Mr. A. J. Hills who as chairman of the National Labour Supply Council had presided at the 1941 conference, welcomed the representatives in an address in which he briefly reviewed the activities of the National Joint Conference Board. He said that the great result of the previous conference was the successful maintenance of industrial peace during the trying period of the second world war when such results were not easy of attainment.

"It was not necessary to stress the vast distinction between prevailing conditions at the time of the last conference and those of to-day," Mr. Hills stated, "but it was necessary to recognize that the principal disturbing factor in 1941, namely the growth of government controls, had been replaced by the necessity of facing the responsibility which a policy of lifting the restrictions and limitations would impose up the industry. The true test the conference faced was the extent to which it would recommend self-imposed laws to govern the industry in the period of relative freedom that lay ahead. Freedom of action brings with it, not unfettered choice, but a corresponding responsibility of using that freedom."

Mr. Hills pointed out as a matter of record that since its inception, the Board had held 33 meetings, which involved 544 attendances by members and alternates. Continuing, he outlined certain of the Board's activities as follows:

The Board formed zone committees, designed to deal with controversies which arose regarding wages and working conditions; these zone committees were in time superseded by government boards. The Board prepared and got approved a formula by which the cost of living bonus could be translated into cents per hour, to suit the peculiar conditions of the construction industry. National Selective Service Officers were kept

constantly informed of conditions of employment in the industry; the seven days' notice was cancelled for field forces, and special arrangements regarding the hiring of skilled workmen were secured. The Board took an active interest in situations arising out of the scarcity of materials, giving special attention to the availability of vital materials for the housing program, bringing acute situations to the notice of proper authorities, and co-operating in labour supply where priorities for hospitals and housing were in effect.

Mr. Hills stated that he was sure it had been a matter of much satisfaction to the Board that the Honourable Humphrey Mitchell, who had been so intimately associated with the 1941 conference, had continued to take a keen interest in the work of the Board and in the construction industry. "Whenever we had occasion to go to him in connection with anything of interest to the construction industry, we received his unequalled support."

The appointment of Mr. J. L. Kingston to the office of permanent secretary was referred to as enabling the Board to function with greater efficiency.

Mr. Hills referred to a recommendation of the 1941 conference which dealt with the necessity for devising a system by which demobilized soldiers and industrial war-workers, could return to peace-time occupation without disrupting the country's economic and social life. He said he felt that if industry were given a chance it would want to develop and promote work for all, thus avoiding unemployment and depression. Governmental efforts it was hoped would be largely confined to encouraging private enterprise, at least until such time as government spending is deemed to be essential to maintain a proper level of employment opportunities.

*Address of Mr. Percy Bengough, President of
The Trades and Labour Congress*

Mr. Percy Bengough, President of the Trades and Labour Congress of Canada, the first speaker for the employees, complimented the chairman, the Minister of Labour and others who made the holding of the Conference possible.

Expressing the view that the subject of building and of construction work in Canada is the most important one confronting the people to-day, he went on to explain that the construction industry was one of the major occupations requiring the services of the army of people returning to civil employment. "Every city, every town, every hamlet, and all our highways in Canada are in need of repair and development."

Canada, Mr. Bengough stated, is in the fortunate position of being able to follow most commodities going into construction right back to the mill and the mine—unlike some less fortunately situated countries whose construction activity means importation of materials. "In this fashion we secure the maximum amount of employment from construction.

"The present and immediate issue is the housing crisis, which must receive all priority. Then, one has in mind not only the vast volume of work delayed during the war years, but those other works which are required to build this country in the way we would like to see it built. If only a quarter of the money spent for purposes of destruction were allotted in Canada for purposes of construction and the building of this great nation, none of us could visualize what kind of a country we would be living in."

Mr. Bengough concluded by declaring that the future of Canada to a large extent was dependent upon the construction industry and the work it will perform. "That is why I have said that this conference is being held at a most opportune time.

I wish you every success in your deliberations in the belief that the results of these meetings will be of benefit to the people of Canada."

*Mr. Albert Deschamps, President of The
Canadian Construction Association*

Mr. Albert Deschamps, president of the Canadian Construction Association, paid further tribute to the results achieved by the National Joint Conference Board in attuning the potential contribution of the construction industry to the common national war effort, during the emergency period.

"The wise guidance of the Board provided leadership of a high order at a time of greatest stress, and as a consequence the affairs of the industry were conducted in a manner which reflected the greatest degree of credit on all ranks. Ambitions to take personal advantage of a critical situation were submerged to the welfare of the common cause, namely, the speedy and complete defeat of the enemy."

Mr. Deschamps expressed, as the chairman had, deep regret over the illness which prevented Mr. Tom Moore from contributing his "sage counsel" to the Board at a time when it would have been of inestimable value and asked the Conference to mark its appreciation of the part he played in the formation period preceding the establishment of the Board.

Continuing, he paid tribute to the contribution made by Mr. Bengough, since he succeeded to the presidency of the Trades and Labour Congress: to Mr. Piggott, and Mr. Hills in aiding and guiding the Board in its successful operations.

Mr. Deschamps emphasized the necessity of keeping a constant eye on the public interest if the industry was to thrive in the years ahead.

"High taxation has made deep inroads into the savings of the building public, intensifying the demand for efficiency and value on proposed expenditure. Efficiency and value are the joint contribution of management and labour, and although the public holds management alone responsible, it is imperative, while costs remain at their present high levels, that labour do its share by providing economic and skilled production.

"Our industry will remain active only so long as construction remains a profitable undertaking and investment. That statement I address to the representatives of management and labour, for the interests of both are identical. In the future we shall again become almost wholly dependent upon private initiative and consequently upon private capital for our industrial welfare."

He concluded his remarks by referring to the possibility of making or marring that welfare by the wisdom or folly of actions and decisions in the Conference.

"Let us therefore think and plan wisely and realistically for the future. Let us hold to the substance and let us avoid the shadow. If we approach our new problems in that spirit all will be well, and I have no doubt, that the good sense of all ranks in the construction industry will evolve solutions and agreements creditable to themselves and acceptable to all others directly or indirectly affected and concerned."

Address of Mr. Ernest Ingles

Mr. Ingles drew a contrast between the circumstances of to-day and those of five years ago, stressing that the problem then was to develop a smoothly operating machine for war production.

When realization of the terrible implications of the war came, plans had to be made hurriedly. The leaders of both sides in the industry felt that the industry could function with better results through continued co-operation. This he said was not developed without some suspicions but a spirit of co-operation with a practical application had been developed that was second to none in employer-employee labour relations in the Dominion of Canada.

Mr. Ingles said "You can't quarrel when you are all face to face around the same table. It would be foolish to say that there is complete understanding on the part of both of us." Conflicts of opinion were essential to progress. Criticism of each other was necessary; it was hoped this would be constructive.

The speaker then passed on to the workers' concern in the employers' problems stating: "Problems of labour should be a concern to management. Problems of management determine to a considerable extent the ability of workers to continue in employment," but he added "we should be very careful that these concerns do not develop to a point of interference." Mr. Ingles then went on to say that there was still some feeling that "the workers' concern in industry is exclusively one of wages". That was, he said, not the proper way to put it. "The greatest concern of the worker in industry is security." He believed that industry itself was more responsible for the means of security than any other agency; that legislation could be helpful as some forms of assistance to security were only available through the state but stated: "It is exceedingly questionable as to how far in that direction we should go."

Mr. Ingles also stated that the worker was entitled to security both for the immediate future and for his old age, but he felt compelled to say that "high unit wages do not spell security." "A steady income is of greater value to the worker than high unit wages."

Mr. Ingles said he believed everyone would agree that the past five years had developed a situation in which a great deal of initiative, ingenuity and application had been lost adding "we have got to get it back"; he hoped that some plans would be developed which would eventually solve this problem.

Mr. Ingles said some thought should be devoted to the development of machinery that would have for its purpose the securing of industrial peace throughout all industry in Canada. He paid tribute to the co-operation displayed by the employer group and to the Department for help and assistance. He ventured the opinion that the problems of peacetime would have almost as severe an impact on industry as did the problems of wartime. He closed by saying "But we are now developing into a new era: old things are gone; old shibboleths are past. Out of this conference I believe we can go forward to make Canada a happier and better place in which to live."

Address of Mr. H. P. Frid

Mr. H. P. Frid, leader of the employer group, also praised the splendid results achieved by the Board. "The success of the

conference method in smoothing out the many differences and maintaining good relations," he said, "is an example to all industry and reflects the greatest possible credit on construction labour in general and its Board representatives in particular."

Some of the problems which at present hindered the industry in its attempt to function at its best were specified. "Our responsibility at this time is a large share in the task of finding jobs for war veterans and workers from war industries. We are concerned with the fact that before the year is over Canada should have more than five hundred million dollars of new construction completed or under way, in order that the national economy may begin to return to normal. Estimates as to the time normalcy will actually require range from three to six years. Right now the housing situation is serious and must be taken care of but structures for manufacturing and distribution must be built so that war veterans and war workers may have jobs.

Then, there is a growing opinion that costs are too high, and construction labour and management together need to find fair means of affecting reductions. We need increased efficiency on the jobs; increased supply and orderly distribution of materials throughout the country; and restored pride in building craftsmanship."

Mr. Frid stated there was need of grave concern about future shortages of skilled building trade workers and apprentices. Apprenticeship training for the construction industry should now be put on a truly national basis. "You will agree with me that Canada is great enough and rich enough to make room for a great increase in skilled workers, without its resulting in lower wages when construction catches up to the existing demand."

Mr. Frid held that construction management found much to favour a solution of the annual wage problem, holidays with pay, and establishment of pensions for older workers. He pointed out that many Canadian Construction Association members use group insurance for illness, apart from Workmen's Compensation, which takes care of accidents on the job, and suggested that these benefits might be widely extended.

The work of the Industrial Production Cooperation Board was given earnest endorsement and the speaker felt that labour-management committees, which were sponsored by that Board, might be set up to serve construction organizations where fifty or one hundred or more men were employed on jobs.

"I repeat that labour and management of the construction industry have a great respon-

sibility at this time. In the first place we cannot help but affect the nation as a whole. . . . We have our share, and a large one, of this country's immeasurable debt to our armed forces. We cannot pay what we owe to those who died; but in serving their dependents, assisting their comrades who survived to find their place in life and furthering national development, we can render service expected of us. This we are proud to give."

In conclusion Mr. Frid referred to the wage policy adopted at the 1941 conference, gave credit to labour and their leaders for the job they did, and stated that if the post-war task were tackled with the same good faith another enviable record of performance would be achieved.

Address of Mr. A. MacNamara

After a temporary adjournment, Mr. MacNamara, Deputy Minister of Labour, spoke to the delegates and referred to the widespread ramifications of the industry. "In your deliberations you must take hold of this problem in its entirety, give it a good shaking, and get all the facts."

The Deputy Minister then went on to speak of housing, and of the efforts the department had made to get information as to how many building units were actually being built. Based on information obtained Mr. MacNamara did not think it would be difficult for the construction industry to step up the building of dwelling units so that the mark of 50,000 mentioned by the Minister of Reconstruction and Supply would be reached. Mr. MacNamara said their survey showed that 57 per cent of the jobs were going ahead without any delay. Of the other 43 per cent, about 40 per cent of delays were due to material shortages. The balance was due to a shortage of skilled labour. In other words, the principal delay was that of materials not being on the job.

Mr. MacNamara referred to some of the items causing delay and to the steps being taken to improve the situation, extending into such basic industries as logging, lumbering, etc. Mr. MacNamara also referred to the movement of workers required by war industry and to the necessity of such workers changing their locale. He also stressed the importance of apprenticeship training as well as training on the job.

Following these addresses working committees were appointed to consider and report to the conference on items included in the agenda.

The committees are listed in the order in which their reports were dealt with, the first named of each group (i.e., employees' or employers') being Joint Chairman.

Employer-Employee Relations

A. Cooper, J. Dwyer, L. Guerard, A. E. Skaling, Ira Davis, O. Filion (employees) and Allan C. Ross, F. G. Rutley, W. J. Bavington, V. L. Leigh, J. A. Juneau, Tullis N. Carter, H. L. Roper (employers).

Government Controls, Wages, Prices Etc.

W. Jenoves, J. Graham, J. Walker, J. Connolly, O. Renaud, W. Watts, E. Larose, H. Laverdure (employees) and C. J. A. Cook, W. C. Wells, S. E. Dinsmore, H. G. Macdonald, R. A. Seasons, H. J. Bird, John N. Flood, John Tucker (employers).

Construction Outlook

J. McLeod, H. Colnett, J. Wedge, G. Pyper, H. Patton, J. Durocher, A. Charpentier, R.

Adair (employees) and J. B. Stirling, K. I. Campbell, H. J. Mero, E. E. Lord, F. E. Halls, J. A. Laprey, L. A. Merlo (employers).

Supply of Labour and Materials

J. Woolsey, S. Finlay, D. Gillies, G. Bengough, H. Weller, C. R. Roberts, D. Dickson (employees) and J. M. Pigott, W. P. Bickle, W. C. Wells, H. C. Nicholls, F. W. Purdy, E. F. Longfellow, E. Walden (employers).

There was also a Co-ordinating Committee composed of E. Ingles, P. R. Bengough (employees), H. P. Frid, A. Deschamps (employers) and the Chairman and Secretary, ex officio, with the Joint Chairmen of the above committees.

Decisions of the Conference

Following discussion on the reports submitted by the above committees and consideration of amendments suggested by the Co-ordinating Committee, the conference at a full session adopted decisions as set out hereafter.

*Employer-Employee Relations**(a) Form of Standard Agreement*

The conference went on record as being generally in favour of a standard form of joint agreement throughout Canada between the local employer and labour organizations. The National Joint Conference Board was requested to set up a committee to study and compose the form of such an agreement the general clauses of which will be acceptable throughout Canada, leaving the question of wages, hours of work or any other local conditions to be incorporated by the recognized organizations in the various localities. That wherever such a standard joint agreement is signed, Governments and other authorities be asked to arrange the conditions in all contracts which will conform to such agreements.

(b) Work Week

Owing to the pressing demand for housing and other essential construction required in the immediate future, and owing to the lack of mechanics and skilled workmen in the industry, the conference concurred that the 40-hour week for skilled trades in the building construction industry should not be placed on a national basis at this time. It is recognized, however, that certain sections of Canada already have the 40-hour week in the industry, that the demand for the same is

growing, and where conditions of location permit, that the 40-hour week for the skilled trades of the building construction industry be accepted as a future general policy of this industry.

And further, that employers and employees must recognize that a greater degree of skill is required in order that greater production is achieved in the construction industry.

(c) Holidays with Pay

Recognizing that legislation providing for "holidays with pay" is already in effect in one Province and that the stamp system is the most efficient and easily workable method of providing for the same the conference accepted the recommendation that the enactment of such similar measures be left to the various provincial governments for legislation, providing employers and employees be given three months' notice before legislation is proclaimed.

(d) Hourly or Annual Basis of Employment

The conference considered at the present, that the hourly basis of employment is the only practicable method of employment in this industry, but decided that the question of annual employment be referred to the National Joint Conference Board for study.

(f) Licensing

The conference accepted the suggestion of the Committee that any question of employer or employee registration appeared to be a provincial or municipal matter with the recommendation that it be referred to the National Joint Conference Board for further consideration.

- (g) National Selective Service Regulations
&
(h) Dominion Employment Service Offices

The conference noted with approval that the provisions of the National Selective Service no longer apply to the building and construction industry, and that operation is now through the Dominion Employment Service offices.

- (i) Unemployment Insurance

The conference endorsed the Committee's recommendation that unemployment insurance be administered by the Unemployment Insurance Commission which was set up for that purpose.

- (j) Construction Safety

The conference recognized that construction safety is a matter of prime importance to both employee and employer, but as workman's compensation is a provincial matter also recognized that the enactment of supervision of safety measures is likewise a provincial matter. The conference strongly recommends that authorities give the matter prompt and serious attention and that measures be taken so as to provide for separate supervision of construction work. It was noted that in instances where the supervision of safety measures is in the hands of Boards composed from within the industry that the cost of compensation to construction contractors has dropped with the result that the employee and his family have greatly benefited by the reduction in accidents.

Government Controls, Wages, Prices, Etc.

- (a) Abolition or Amendment of Wage and Salary Orders

The conference recommended that all federal controls in the construction industry be abolished within a reasonable time, and that the time of abolition of these Boards be determined in conference with the Honourable Minister of Labour, the President of the Canadian Construction Association and the President of the Trades and Labour Congress of Canada.

The conference also went on record that pending the abolition of Regional and National Labour Boards, where mutually satisfactory agreements are arrived at by employer and employee, these agreements shall be recognized by such Boards in the future, and shall be deemed to be in conformity with the now existing amendments to P.C. 9384, Section 20, Subsection 1A. Copies of such agreements to be submitted to the Regional Boards for their records.

- (b) Existing Wage Schedules

In regard to wage rates, the conference recognized that low hourly wage rates are not necessarily conducive to low cost of construction, and recommended that wages should be set at such levels as will best encourage an adequate supply of workmen into the industry, and as will develop mechanics with ability to turn out the quality and quantity of work to give increased satisfaction to the industry and general public.

- (c) Avoidance of Stoppage of Work

As a measure designed for the prevention of stoppage of work the conference recommended the development of collective trade agreements between employer and employee in all localities throughout the Dominion of Canada and the inclusion of an arbitration clause in all such agreements.

- (d) Common or Unskilled Labour

The conference adopted a recommendation that in any general revision of the wage structure in the industry serious consideration should be given to this group of workers.

Construction Outlook

- (a) The Importance of Housing in the National Economy and its Relation to Industrial and Commercial Construction

A grave national emergency was recognized in the existing lack of housing available to families in low income categories. The conference felt that the situation was not being met by building arising out of present legislation concerning housing and that housing must be treated as other war emergencies were viz., by assistance in some form which will create low rental dwelling units.

The conference felt that insufficient attention was being directed to the provision of rented shelter for low income groups; also, that it was undesirable and not in the national interest to divert material and labour to housing to the detriment of other commercial and industrial building necessary to keep the national economy in proper balance. Extreme care it was felt should be exercised not to overload housing construction activity beyond the capacity of construction to build it, or beyond the housing requirements of the community.

- (b) Privately Financed Projects
(c) Government Public Works, and
(d) A Steady Annual Construction Volume

The conference agreed that a steady annual construction volume is indispensable to a

healthy construction industry. The two important results are:

A steady annual income to workers in the industry.

A better opportunity to properly plan work with substantial lowering of construction costs.

The two factors making up the national construction volume are:

Privately financed works.

Public works.

Public works other than road building and necessary public utilities should be instituted only when privately financed work lags in volume, but plans for necessary public works should be ready for the immediate calling of tenders.

The conference recognized that one factor that has an important effect on costs to owners and income to workers in the industry is the lack of advance information concerning private, commercial and industrial construction. The conference also recognized that it is difficult to secure the information, but agrees with the suggestion that an appropriate continuing agency be established to make a survey of the possibilities in this direction with a view to recommending a plan which would operate to smooth out fluctuations in the construction cycle.

Effect of Material Shortages on Production

The conference adopted as its own a resolution which this Committee and the Committee on Supply of Labour and Materials agreed upon jointly. This reads as follows:

Whereas the shortage of materials is the most serious factor confronting the construction industry in its effort to provide employment and carry out a maximum volume of construction. Therefore be it resolved:

That this conference heartily endorses the action of Honourable C. D. Howe, Minister of Reconstruction and Supply and the Canadian Construction Association, in establishing the Committee on Materials to study causes of material shortages and recommend means of overcoming such shortages. That this conference expresses its full confidence in the said Committee and its ability to recommend practical means of accelerating the flow of construction materials, so essential to a satisfactory construction volume, affecting as it does housing and other types of construction such as is required in industrial expansion and the general field of construction employment.

That this conference regards the situation as an emergency and urges the Federal Government to expedite implementation of the

recommendations of the Committee on Materials.

Supply of Labour and Materials

(a) Rehabilitated Men, Skilled and Semi-skilled

The conference agreed that the industry is fortunate in being able to draw partly trained mechanics from the Armed Forces who are receiving preparatory training in the centres that have been set up in the various provinces by the rehabilitation authorities.

In view of the fact that it will take several years for the industry to build up its apprenticeship load to a satisfactory level, the supply of these young men is particularly valuable at this time.

(b) Boys coming from (1) Public Schools (2) Technical Schools

The conference adopted the Committee's recommendation that the advantages of building trades should be publicized in all provinces in the primary and technical schools by posters and publicity through trade talks, motion pictures and other media: that teachers be informed on this subject and particularly vocational guidance men; all with the object of explaining the advantages of trade training in construction.

(c) Canadian Apprenticeship Training Plans, Standards, Quotas and Census

The conference adopted the plan which was outlined by the Committee and which follows after (h) hereof. This plan includes Resolution No. 1, Appendix No. 1 and Appendix No. 2.

(d) Immigration Policy *re* Skilled Mechanics

The conference agreed that no help can be expected in improving the supply of trained men through immigration. On the contrary, it is felt that with the plans that are being laid down now as set out in Resolution No. 1 for the training of a proper number of apprentices in Canada, the possible loss of men so trained to other countries should be carefully observed, as in the opinion of the conference it will be unfortunate indeed if the fruits of these labours should be lost to Canada.

(e) How Can Present Material Shortages be Overcome?

The conference adopted as its own the joint resolution of this Committee and the Committee on Construction Outlook as already referred to.

- (f) Effects on Skilled Trades of Substitute Materials, and
 (g) New Processes, New Materials, New Skills

The conference agreed with the Committee in the expectation that improved materials and new processes will appear from time to time and shared the Committee's confidence that so long as the industry can depend on a proper supply of materials and a sufficient number of trained mechanics, there is little to fear from any serious departure from traditional methods and materials.

(h) Film Showing Apprenticeship Training

The conference also endorsed the Committee's recommendation that a film covering apprenticeship training as is referred to in a communication addressed to the Chairman by the Director of The Information and Publicity Branch of the Department of Labour, be prepared and circulated as described, and that a Committee consisting of Ernest Ingles, London, Ontario, J. M. Pigott, Hamilton, and Major R. I. Olmstead, Hamilton, be appointed to assist in the matter and to co-operate with the Federal Department of Labour and the National Film Board in its details.

Canadian Apprenticeship Training Plans

The resolution (known as No. 1) referred to in (c) above was adopted by the conference; it reads as follows:

RESOLUTION

After due consideration, the conference is unanimous in the opinion that the construction industry is suffering acutely to-day from:

- (a) a general shortage of mechanics in all trades, and
 (b) a lack of proper training in the existing insufficient supply of mechanics.

In regard to (a)—If we are to meet the demand for construction over the coming years, with the increasing volume of work laid down for reconstruction purposes, but apart from that, to perform in a reasonably satisfactory manner the volume of construction that plainly faces the country, we must train all the apprentices that the industry can absorb. Both employers and employees agree that this figure may reasonably be placed at 5,000 per year. This figure is subject to a breakdown that will take into account that the problem is not necessarily the same in each trade. Some trades, notably the trowel trades, are in short supply to a serious extent. While in others, such as the electrical trade and plumbing, the problem is not

nearly as serious. Each trade should be dealt with in the light of present shortages and future requirements. It is possible and perhaps desirable that in some trades special short term methods might be employed to quickly bring the available numbers up to a more satisfactory level. This is dealt with in Appendix I.

Appendix I gives the total number of apprentices which, in the opinion of this Committee, concurred in by the conference, can be taken on each year in Canada, and it is further broken down so as to set out the numbers that should be aimed at for each trade in each province.

In regard to (b)—Employers and employees here represented are unanimous in the opinion that building costs are high, due in no small part to the presence in the ranks of labour of untrained or half trained men (the result of lack of training during the pre-war depression) who have been drawn into these trades during the war years through sheer necessity. Lower costs can be obtained with efficient skilled performance and the opinion is unanimous that this will be attained in substantial measure as properly trained men are produced. The displacement of untrained men by trained men will, in the opinion of the conference, take care of itself as time goes on.

Appendix II sets out what is a satisfactory method or system of training apprentices so as to create properly skilled journeymen.

APPENDIX No. I

1. Numbers of men presently engaged in various trades in construction for Canada.

Bricklayers	4,273
Carpenters	55,000
Plasterers	3,749
Painters	17,269
Plumbers	10,086
Electricians	7,199
Sheet Metal	1,731
	99,307

2. This number has proved too little for the modest program of the past two years. It is estimated that not less than 140,000 skilled men will be necessary to carry out the annual program facing the industry.

Bricklayers	5,873
Carpenters	77,000
Plasterers	5,200
Painters	24,069
Plumbers and Steamfitters...	14,000
Electricians	10,000
Sheet Metal Workers.....	2,400
	138,542

3. Taking the accepted ratio of apprentices to mechanics it will be necessary to provide apprentices as follows:

Bricklayers	738
Carpenters	9,600
Plasterers	650
Painters and Glazers.....	5,000
Plumbers and Steamfitters...	2,800
Electricians	3,300
Sheet Metal Workers.....	600
	22,688

This means 5,600 recruits each year.

4. The opinion of the Committee was accepted by the conference that in two of the above trades, viz. carpentry and painting—an allowance must be made for casual partly trained men who are in this industry only when usual, normal employment is not available to them. This is true and possible in these trades where it is not in others. It is felt that 7,600 apprentices in Canada is high enough for carpenters and 3,000 high enough for painters. This reduces the total annual recruitment of apprentices from 5,600 to 4,600.

5. This 4,600 apprentices divided into the provinces on the basis of trade population produces the following percentages.

N.S. 10 per cent; N.B. 3.3 per cent; P.E.I. .2 per cent; Que. 36 per cent; Ont. 31.5 per cent; Man. 3.7 per cent; Sask. 2.3 per cent; Alta. 4.6 per cent; B.C. 8.4 per cent. Total: 100 per cent.

6. If the percentages set out in No. 5 be applied to a round figure of 5,000 apprentices, the following quotas result.

Nova Scotia	500
New Brunswick	165
Prince Edward Island.....	15
Quebec	1,800
Ontario	1,567
Manitoba	187
Saskatchewan	115
Alberta	230
British Columbia	420

7. The quotas set out in No. 6 are gross for all trades. This is further broken down to show the number in each trade in each province as follows:

Trades	4-Yr.									
	*Total	N.S.	N.B.	P.E.I.	Que.	Ont.	Man.	Sask.	Alta.	B.C.
Bricklaying	738	73	24	2	266	231	28	17	33	62
Carpenter	7,600	760	251	25	2,736	2,383	284	173	340	651
Plasterer	650	65	21	2	234	204	24	15	29	54
Painter	5,000	500	165	15	1,800	1,577	188	115	230	420
Plumbing and Steamfitting....	2,800	280	92	8	1,001	878	105	64	128	235
Electrician	3,300	330	109	9	1,188	1,035	123	76	151	277
Sheet Metal	600	60	20	2	216	188	22	14	28	50

*To ascertain annual recruitment divide above totals by 4.

APPENDIX No. II

The conference adopted the Committee's recommendation that the experience obtained under the operation of the Apprenticeship Act of Ontario should be drawn upon by other provinces as a guide in setting up an apprenticeship system. In some provinces a similar act has been in existence for some time, for instance, British Columbia. Quebec has recently enacted an Apprenticeship Act which is somewhat different, although its objects are the same, but with the exception of Prince Edward Island, all provinces in Canada now have apprenticeship legislation, and it is possible to set up training systems under provincial auspices.

The conference also accepted the Committee's suggestion that the experience obtained under the operation of the Ontario Act should be studied and might well form a basis for the desired training. The Ontario Act has been in operation for seventeen years, and during that period, has produced nearly 2,000 trained mechanics in the various trades, and has an active list at the present time of approximately 1,100 boys. Briefly, the Act applies to minors who wished to be indentured to employers for the purpose of learning trades. The Provincial Department of Apprenticeship becomes a party to the contract and supervises the training of the apprentice throughout. During 8 weeks in the first and 8 weeks in the second year of training, the apprentice is required to attend special classes arranged by the provincial authorities in which they will receive training by skilled mechanics in the finer points of their craft and at the same time will receive instructions in related subjects, such as mathematics, drafting, English, etc. The apprentices are paid during the 16 weeks of special tuition referred to above and they are assisted by allowances under the Canadian Vocational Training Act under an agreement between the Department of Labour at Ottawa, and the provincial departments.

It is recommended that boys be drawn as far as possible from existing provincial technical or vocational schools. In this connection in the Province of Ontario, credit on the apprenticeship contract is given on the basis of six months' allowance for junior

apprentices who declare themselves in the 11th grade, and six months for students who take preparatory studies leading to construction trades in the 18th grade. It is important that the department in charge of apprenticeship be properly staffed for that purpose and that sufficient outside supervisors are provided to see that the trade is properly taught, and that reasonable continuity of employment is provided. This may sometimes involve shifting the apprentices from an employer who is running out of work, to another who has work to provide.

The rates recommended as minimum are expressed in percentages of the mechanic's rate and they are as follows:

First year	30 per cent
Second year	40 per cent
Third year	50 per cent
Fourth year	70 per cent

These are minimums, and it is recommended that where rapid progress is made, these minimums can be reasonably added to.

Copies of the forms of contract, application, progress reports, registration cards, and of the Act itself, and the Regulations under the Act, can all be obtained from the Apprenticeship Department of the Department of Labour, Parliament Buildings, Toronto.

A very important feature in any effective apprenticeship system is the setting up of a provincial supervisory committee, composed of equal representation of employees and employers who meet at least once a month and who will at all times exert the necessary pressure and activity to build up the number of apprentices in training and to satisfy themselves at all times that the training is adequate and the results satisfactory.

It is possible and probable that in some of the provinces where an apprenticeship act has but recently been enacted, the department may not as yet be properly organized and staffed and steps should be taken by the industry with both employers and employees represented to have the machinery for proper operation of the Act set into motion as quickly as possible.

Other Decisions of Conference

Following the adoption of the Resolutions of the Committees as recorded above, the conference dealt with a motion by Mr. Ingles, seconded by Mr. Frid:—

That this Joint National Conference of Employers and Employees of the Construction Industry decides that it is in the best interests of the industry that the present organization of a National Joint Conference Board be maintained.

That the National Joint Conference Board at present operating, continue to carry on with authority of this conference.

That the Honourable the Minister of Labour be requested to provide for the continuance of the convening and secretariat of the Board.

Motion passed and carried.

Motions were also moved, seconded, put and carried as follows:

That this conference express its appreciation of the work that is being done, and that has been done in these past years, through the members of the National Joint Conference Board, and of the excellent results which have been obtained.

That the proceedings of this conference be sent to all provincial governments, and the ministers thereof who would be interested in these subjects, particularly Ministers of Public Works and Ministers of Labour.

This concluded the business sessions of the conference.

Closing Session

Following the adoption of the various resolutions, recommendations and suggestions as decisions of the conference, a plenary session was held which was attended by the Minister of Labour, the Deputy Minister of Labour and various officers of the Department, the press and other observers.

At the close of this session the conference recorded its regret at the absence through illness of Mr. A. J. Crawford, a member of the National Joint Conference Board, with sincere wishes for speedy return to health.

At the request of the chairman, Mr. Frid summarized the work of the conference for the employers, touching on the purpose for which it was called and making reference to the democratic manner in which the discussions had been conducted and the evidence of willingness to reach a common ground so that the serious situation and the changing conditions would be properly met. Mr. Frid stated that the resolutions of the conference, while based on the same underlying principles as those in 1941, were expressed in terms to suit the present time, that they were not revolutionary but evolutionary.

Both employer and employee delegates were urged to go home prepared to support the resolutions approved by the conference, not forgetting that the public is the umpire and that public confidence must be maintained.

Mr. Frid closed by expressing thanks to the Minister for his co-operation in bringing about the conference and to the Chairman and Secretary for their very efficient arrangements

Each of the following speakers struck this same note of appreciation of the work of those responsible for the conference.

Mr. Ingles, for the employees, stated that any apprehension at the beginning of the conference as to what position the different sides in industry would take was dissipated by the free and frank discussions which took place. . . . Out of this he said, had come a better understanding of the other's position in the industry and the factors from which the problems develop.

Mr. Ingles said he wished particularly to leave the thought that the closing of the conference had not concluded the work before the industry. He realized that the dislocation created by hard years of war could not be set aside in a few months.

In closing Mr. Ingles said "I believe we have set an example to the rest of industry in this country in the development of employer, employee relations.

Hon. Mr. Mitchell

Showing his appreciation of the importance of the conference the Minister of Labour, the Honourable Humphrey Mitchell, attended this session and addressed the representatives.

The Minister said that his presence at various gatherings of the conference had shown his interest in the proceedings. He desired before the delegates dispersed to record his appreciation of what the construction industry had done for the war effort, a contribution which in his opinion was unsurpassed by any other industry.

Mr. Mitchell assured the delegates that their work and that of the National Joint Conference Board was appreciated by the officers of the Department of Labour as well as by himself, realizing that the statements made by delegates express the view of a very wide and responsible group of construction employers from coast to coast and trusted representatives from all building and trades across the country, adding "here at this conference we have among us not only men from the Trades and Labour Congress but also from the Canadian and Catholic Confederation of Labour and the Canadian Congress of Labour".

The Minister referred to the very necessary services which had been performed by Selective Service and to the necessity of maintaining it for some months after the principal hostilities had ceased. Many Government directives and controls brought into being to meet the emergency of war fortunately were now gone.

The Minister in speaking of the attention being given to housing reminded his hearers

that it must not be forgotten that people need work as well as shelter and that work emerges through the provision of factories and commercial buildings and therefore it was necessary that housing and industrial and commercial building be kept in balance each in the proper proportion and each in its appropriate location to serve the others.

The Minister referred to the good results which had been obtained in Canada through its administration of price control and that while price control, though diminishing, was not yet completely gone. The conference was reminded that inflation was a disaster in which workmen always lose.

Mr. A. Deschamps

Mr. Deschamps, speaking as the President of the Canadian Construction Association, thanked the Chairman for giving him an opportunity to say a few words before the end of "this dynamic gathering" pointing out however that the really hard work was just beginning, that the same spirit which had prevailed during the conference must be carried on throughout the country and on to the job. "Let us go forward together, into a new era for the construction industry and a new era for Canada. The true measure of success of this conference will be the industry's accomplishments throughout the land".

Mr. Bengough

Mr. Bengough stated that most industrial disputes, like disputes between countries, were caused by misunderstanding. The conspicuous feature of this gathering had been the clear understanding shown on both sides.

List of Delegates

The delegates nominated to attend the conference were:—

Employers' Section

H. P. Frid, Hamilton, Ont.
 J. M. Pigott, Hamilton, Ont.
 W. P. Bickle, Bridgewater, N.S.
 H. L. Roper, Halifax, N.S.
 Albert Deschamps, Montreal, P.Q.
 John N. Flood, Saint John, N.B.
 K. I. Campbell, Saint John, N.B.
 F. G. Rutley, Montreal, P.Q.
 C. J. A. Cook, Montreal, P.Q.
 J. B. Stirling, Montreal, P.Q.
 L. A. Merlo, Walkerville, Ont.
 J. A. Juneau, Quebec, P.Q.
 E. F. Longfellow, Toronto, Ont.
 F. W. Purdy, Toronto, Ont.
 H. C. Nicholls, Toronto, Ont.
 Tullis N. Carter, Toronto, Ont.

Employers' Section—Con.

W. J. Bavington, Toronto, Ont.
 Allan C. Ross, Ottawa, Ont.
 S. E. Dinsmore, Windsor, Ont.
 R. A. Seasons, Ottawa, Ont.
 H. J. Mero, Walkerville, Ont.
 F. E. Halls, Winnipeg, Man.
 H. J. Bird, Winnipeg, Man.
 W. C. Wells, Wilkie, Sask.
 E. E. Lord, Regina, Sask.
 E. Walden, Calgary, Alta.
 H. G. Macdonald, Edmonton, Alta.
 V. L. Leigh, Victoria, B.C.
 John Tucker, Vancouver, B.C.
 Fred J. Hale, Vancouver, B.C.
 Robt. J. Lecky, Vancouver, B.C.
 J. E. Picard, Quebec, P.Q.
 H. J. Graham, Ottawa, Ont.
 R. Drummond, Toronto, Ont.

Employees' Section

E. Ingles, Vice-President, International Brotherhood of Electrical Workers, London, Ont.

P. R. Bengough, President, Trades and Labour Congress, Ottawa, Ont.

H. W. Watts, Secretary, Building Trades Council, Vancouver, B.C.

E. Larose, General Representative, United Brotherhood of Carpenters and Joiners, Montreal, Que.

John McLeod, Canadian Vice-President, Bricklayers, Masons & Plasterers' International Union, Toronto, Ont.

John Wedge, International Representative, International Union of Operating Engineers, Toronto, Ont.

Alfred Charpentier, President, Canadian and Catholic Confederation of Labour, Montreal, P.Q.

H. Colnett, General Organizer, Painters, Decorators and Paperhangers of America, Toronto, Ont.

Jos. Connolly, Special Representative, United Association of Journeymen Plumbers and Steamfitters, Toronto, Ont.

A. Cooper, General Representative, United Brotherhood of Carpenters and Joiners of America, Toronto, Ont.

Jos. Durocher, Financial Secretary, Painters, Decorators and Paperhangers, Windsor, Ont.

George Pyper, United Association of Plumbers and Steamfitters, Victoria, B.C.

Sam Finlay, International Representative, International Brotherhood of Boiler Makers, Iron Shipbuilders and Helpers, Toronto, Ont.

J. H. Dwyer, Representative, United Brotherhood of Carpenters and Joiners of America, Halifax, N.S.

J. Woolsey, International Union of Elevator Constructors, Toronto, Ont.

H. Weller, Secretary, Toronto Building Trades Council, Toronto, Ont.

J. Walker, Business Manager, Sheet Metal Workers International Association, Vancouver, B.C.

J. B. Graham, Business Agent, United Brotherhood of Carpenters and Joiners of America, Winnipeg, Man.

L. Guerard, 1st Vice-President, United Association of Journeymen Plumbers and Steamfitters.

David Dickson, National Secretary, Amalgamated Building and Construction Workers of Canada, Toronto, Ont.

Robert Adair, Vice-President for British Columbia, Amalgamated Building and Construction Workers of Canada, Vancouver, B.C.

W. Page, General Representative, United Brotherhood of Carpenters and Joiners, Vancouver, B.C.

W. J. Burr, International Representative, International Union of Operating Engineers, Hamilton, Ont.

O. Renaud, Business Representative, Sheet Metal Workers, Montreal, P.Q.

W. Jenoves, President, Provincial Conference Board of Ontario of the Bricklayers, Masons and Carpenters, Toronto, Ont.

Duncan Gillies, Vice-President, Operative Plasterers' and Cement Finishers' International Association, Toronto, Ont.

Ira Davis, President, United Brotherhood of Carpenters and Joiners, Calgary, Alta.

Geo. Bengough, President, United Brotherhood of Carpenters and Joiners, Vancouver, B.C.

C. R. Roberts, President, International Brotherhood of Electrical Workers, Winnipeg, Man.

O. Fillion, 2nd Vice-President, Canadian and Catholic Confederation of Labour, Montreal, P.Q.

H. Laverdure, President, Bricklayers and Masons, Canadian and Catholic Confederation of Labour, Montreal, P.Q.

A. E. Skaling, President, Saint John Trades and Labour Council, Saint John, N.B.

H. Patton, Secretary and Business Agent for Electrical Workers, Hamilton, Ont.

Accredited Observers

H. G. deBivort, International Labour Organization, Montreal; C. Sayeau, Toronto, Ont.; J. Clark Reilly, Ottawa; R. G. Johnson, Ottawa; E. M. Woolcombe, Halifax, N.S.; J. Wells, Wilkie, Sask.

The representatives of the employees on the National Joint Conference Board are:—

E. Ingles (Electrical Workers); A. J. Crawford (Sheet Metal Workers); J. Woolsey (Elevator Constructors); Duncan Gillies

John Wedge (Operating Engineers); J. W. Bruce (Plumbers); Arthur Martel (Carpenter (Plasterers)); John McLeod (Bricklayers); ters); Harry Colnett (Painters); Sam Finlay (Boiler Makers).

Alternates: A. Cooper (Carpenters); E. Larose (Carpenters).

The representatives of the employers are:—

H. P. Frid (Hamilton); J. Flood (Saint John); E. F. Longfellow (Toronto); J. B.

Stirling (Montreal); R. A. Seasons (Ottawa); J. A. Juneau (Quebec); C. J. A. Cook (Montreal); H. C. Nicholls (Toronto); H. J. Graham (Ottawa).

Alternates: P. N. Gross (Montreal); J. M. Pigott (Hamilton); A. C. Ross (Ottawa); J. L. E. Price (Montreal); R. Drummond (Toronto); T. N. Carter (Toronto).

J. L. Kingston, Secretary.
A. J. Hill, Chairman.

Workmen's Compensation in Quebec, Saskatchewan, Alberta and Ontario

BRIEF summaries of the Annual Reports of the Workmen's Compensation Boards of

Quebec, Saskatchewan and Alberta for the year 1944, appear below.

Quebec

The sixteenth annual report of the Workmen's Compensation Commission of Quebec reveals a reduction of more than 6,000 in the number of industrial accidents in 1944, the total being 84,308, as compared with 90,564 in 1943 and 96,888 in 1942.

"There is reason to believe," the report says, "that the efforts which have been made by our Accident Prevention Associations and the co-operation which they have received from employers have given the excellent results obtained . . . the assets of the Commission now exceed \$28,000,000, 86 per cent of which represents investments of the very best kind. These assets are safely sufficient to meet all responsibilities to be incurred by our Commission."

The report states that "since the Act has been amended to extend its benefits to workmen afflicted with non-complicated silicosis and asbestosis, the Commission, with the co-operation of employers, is organizing clinics where workmen exposed to these terrible diseases shall be examined before they are ac-

cepted in employment, and will be submitted also to subsequent periodical examination."

According to the report, the amount paid out in compensation during 1944 was \$4,536,848.69 (Provisional figure). This compares with a total of \$4,600,397.37 in 1943. The largest item on the 1944 expenditure list was for temporary incapacity, \$2,075,676.08. The other items were \$1,024,144.49 for permanent disability; \$987,147.14 for medical aid; and \$449,880.98 for death. The reserve for outstanding adjustments amounted to \$4,350,828.81, as compared with \$2,083,986.39 in 1943.

Administration expenses during the year under review amounted to \$640,467.54 (\$522,034.38 under Schedule 1 and \$118,433.16 under Schedule 2), of which \$491,757.94 was paid out in salaries of the Commissioners and staff. Revenues for the period totalled \$10,242,438.12 and was made up of assessments, penalties and sundry items. An accumulated surplus of \$2,408,783.73 is reported as at December 31, 1944.

Saskatchewan

The following is a brief summary of the fifteenth annual report of the Workmen's Compensation Board of the Province of Saskatchewan for the calendar year 1944.

The report states that "the year 1944 witnessed a new high record for Board business, increases being shown in revenues, in number of claims reported, and in benefits awarded." There was an increase of 193 in the number of employers who reported to the Board as compared with the number reporting in 1943.

During 1944, a total of 8,618 claims were reported as compared with 7,718 in 1943. On account of the 1943 claims a total of \$814,948.76 was paid out to the Board, made up

of \$328,926.62 in compensation, \$347,665.29 in pension awards, and \$138,355.85 in hospital and medical aid. Not including deposit accounts the total receipts of the Board in 1944 amounted to \$701,210.93, while the total expenditure, including estimate for outstanding claims was \$659,205.48, leaving an estimated surplus of \$42,005.51.

The average assessment rate for 1944 was \$1.37 per \$100 of payroll, an increase of six cents as compared with 1943 and of one cent as compared with 1942.

The number of employers who reported to the Board in 1944 was 4,658 as compared with 4,465 in 1943. The amount of payroll reported

during 1944, exclusive of Dominion and Saskatchewan governments (which are not asked to estimate their payrolls) totalled \$53,522,887.00, an increase of \$5,424,313.00 over 1943.

Accidents in 1943 were classified as follows: Prime movers, 137; working machines, 376; hoisting apparatus, 53; dangerous substances,

317; stepping on or striking against objects, 666; falling objects, 760; handling objects, 1,201; tools, 488; runaways and animals, 70; moving trains and vehicles, 251; falls of persons, 1,217; all other causes, 1,385. Of all classes a total of 23 accidents were fatal.

Alberta

The total number of accidents reported to the Workmen's Compensation Board of Alberta in 1944 was 19,286. There were 48 fatal accidents reported during the year. In addition, there were six deaths due to accidents reported in 1943 and one caused by an accident reported in 1942. The total revenue for the year was \$4,207,141.04. From this is deducted \$181,650.29 for estimated or adjusted merit rebates, making a net income of \$4,025,490.75. The total expenditures amounted to \$3,322,833.87, leaving a provisional surplus of \$702,656.88. The largest revenue item was that of assessments amounting to \$4,075,717.42, followed by interest of \$112,723.95 and penalties totalling \$18,699.67.

Compensation payments amounted to \$804,692.33; cost of medical services, \$290,270.49; provision for disasters, \$182,066; provisions for silicosis, \$110,245; provision for claims

pending, \$375,420; administrative and general expense, including mine rescue stations, \$255,086.80. The capitalized cost of pension awards amounted to \$1,048,775.39.

Statistics for the year 1944 reviewed by the report may be summarized as follows: Number of employers within the scope of the Act at December 31, 1944, 6,648; accidents reported during 1944, 19,286; accidents and claims not finally disposed of at December 31, 1944, 2,345; claims disposed of by award of pensions or payment of compensation, 7,988; claims disposed of by payment only of account for medical aid, 9,353; accidents disposed of for which no application for compensation was received, 187; accidents disposed of on which no compensation was due, 2,260; claims on which further payments have to be made, 1,095; accidents awaiting further reports and on which no payments have been made, 748.

Ontario

The Annual Report of the Workmen's Compensation Board of Ontario for 1944 was issued recently. A brief summary giving the more important features of the report appears below.

Accidents reported to the Board in 1944 numbered 123,820, as compared with 131,458 during 1943, a decrease of 7,638 or 5.5 per cent. Of this total 116,381 accidents were paid for, either by compensation or medical aid or both. These included 288 deaths, 2,191 permanent disability cases, 45,822 temporary disability cases and 68,080 medical aid cases only. In addition, the Board in 1944 opened for further award 1,027 claims which had been settled previously.

During 1944, the payroll covered by Schedule I of the Workmen's Compensation Act (that part of industry under collective liability) was \$1,169,952,000, as compared with \$1,076,780,000 during 1943, an increase of 8.6 per cent. The average rate of assessment was \$1.02 for each \$100 of payroll: the corresponding rate for 1943 was \$1.03. There were 25,001 employers under Schedule I at December 31, 1944, as compared with 23,950 at the end of 1943.

The compensation and medical aid for Schedule I industries, including estimates for

what is still to be awarded for accidents happening during the year and for prior years' accidents amounted to \$9,768,934.17. The total amount awarded in Schedule II industries (those in which employers are individually liable for accidents to their workmen) including Dominion and Provincial Crown Companies, in 1944, was \$2,278,793, as compared with \$2,264,507.50 during 1943. Of the 1944 total, \$1,249,520.42 was for Dominion Crown Companies and \$113,410.40 was for Provincial Crown cases.

The provincial assessments paid for 1944 under Schedule I were \$11,965,195.12. To this must be added \$72,800.01 refunds from various sources, application of sections of the Act by way of penalty and other sources of income. The total receipts for the year were, therefore, \$12,037,995.13.

The Dominion Government (including Defence Industries) the Provincial Government, and employers in Schedule II paid for accidents as they occurred, on the adjudication of clauses by the Board. Hence while accidents from these sources were included in the above totals, there was no inclusion of wage roll or assessment figures as these industries did not pay assessment to the Board on a percentage of their payrolls.

The gross administration expenses of the Board in 1944 were \$654,361.28. Of this amount \$80,446.50 was charged to Schedule II and Crown employers; \$15,620.65 to Safety Associations; \$27,089.90 to silicosis account; \$1,089.34 to mine rescue work; \$4,666.50 to special hospital account, and \$5,240.35 to clinic. The balance, \$520,208.04 was charged to Schedule I and is 5-10 per cent of the benefits awarded in Schedule I during 1944.

The Disaster Reserve to meet any unforeseen disaster or other circumstance which might burden unduly the employers in any class of industry, amounted to \$236,248.27 at the close of 1944. The Pension Fund to take care of future payments of pensions totalled \$34,822,620.99, and the reserve to complete claims amounted to \$4,662,295.73, at December 31, 1944.

Old Age and Blind Pensioners in Canada

Financial and Statistical Summary as at December 31, 1945

IN the accompanying tables, which have been prepared by the Department of National Health and Welfare, information is given concerning the Old Age Pensions Act and the amendment to that Act for the payment of pensions to blind persons.

Old Age Pensions

The Act provides for the establishment of a Dominion-Provincial pensions system to be effective in such provinces as might enact and give effect to special legislation for this purpose. All the provinces are now participating. Under the Old Age Pensions Act a pension is payable to any British subject of 70 years and over who is not in receipt of an income of as much as \$425* a year and who has resided in Canada for the 20 years, and in the province in which the application is made for the five years immediately preceding the date of the proposed commencement of pension. The Act also provides that an applicant must not have assigned or transferred property for the purpose of qualifying for a pension. Indians, as defined by the Indian Act, are not eligible to receive old age pensions.

The maximum amount of pension payable under the Act is \$300* yearly. In cases where pensioners have a private income the amount of their old age pension is subject to reduction by the amount that their private income exceeds \$125* a year.

Under the provisions of the Act as it was first passed, the Department of Labour of Canada (then the administering Department) paid quarterly to each province one-half of the net sum paid by the provincial pension authority during the preceding three months. At the 1931 session of the Dominion Parliament, however, the Act was amended, the amount of the Dominion contribution being increased from fifty to seventy-five per cent of the net sum.

The administration of the Old Age Pensions Act was by Order in Council dated March 1, 1935, transferred to the Department of Finance from April 1, 1935. By a second Order in Council, P.C. 5942, dated September 7, 1945,

the administration was transferred from the Department of Finance to the Department of National Health and Welfare from September 1, 1945.

Pensions for the Blind

An amendment to the Old Age Pensions Act, assented to on March 31, 1937 (L.G., May, 1937, p. 503) provides for the payment of pensions to blind persons who have attained the age of 40 years and have fulfilled other conditions set forth in the Act. Such persons must be so incapacitated by blindness as to be unable to perform any work for which eyesight is essential, and must not be in receipt of a pension or allowance in respect of blindness under the Pension Act or the War Veterans' Allowance Act.

The maximum pension payable to a blind person, whether married or unmarried, is \$300* per annum. If, however, a blind person marries another blind person after March 31, 1937, the maximum pension is reduced to \$150*. If a pensioner is unmarried the maximum pension is reduced by the amount of his income from earnings or other sources in excess of \$200* a year. If a pensioner is married to a person not receiving a pension in respect of blindness, his income is deemed to be the total income of himself and his spouse (including any old age pension payable to the spouse) less the sum of \$225*, and the maximum pension is reduced by the amount by which his income, so calculated, exceeds \$400*. If a pensioner is married to a person receiving a pension in respect of blindness, his income is deemed to be one-half the total income of himself and his spouse (excluding the pension in respect of blindness payable to his spouse) and the maximum pension is reduced by the amount by which his income, so calculated, exceeds \$200*.

Under agreements negotiated between the Dominion and the Provinces, the Dominion

* Amended by Orders in Council P.C. 6367, August 10, 1943, P.C. 3376 and P.C. 3377, May 29, 1944, passed under the authority of the War Measures Act.

contributes 75 per cent of the cost of pensions to blind persons, the provinces assuming the remainder of the cost of such pensions.

The accompanying tabular statistics indicate the extent of operations under this amendment to the Old Age Pensions Act.

OLD AGE PENSIONS

FINANCIAL AND STATISTICAL SUMMARY OF OLD AGE PENSIONS IN CANADA AS AT DECEMBER 31, 1945

	Alberta Act effective Aug. 1, 1929	British Columbia Act effective Sept. 1, 1927	Manitoba Act effective Sept. 1, 1928	New Brunswick Act effective July 1, 1936	Nova Scotia Act effective Mar. 1, 1934	Ontario Act effective Nov. 1, 1929
Number of pensioners.....	11,884	16,213	12,669	12,653	14,625	59,774
Average monthly pension.....	24.12	24.37	24.51	22.33	22.60	24.50
* Percentage of pensioners to total population.....	1.45	1.74	1.73	2.74	2.39	1.51
* Percentage of persons over 70 years of age to total population.....	3.06	4.94	4.10	4.55	5.23	4.99
* Percentage of pensioners to population over 70 years of age.....	47.54	35.25	42.23	60.25	45.70	30.19
Dominion Government's contributions for quarter ended Dec. 31, 1945.....	637,079 90	882,838 60	675,309 19	631,109 96	735,642 56	3,294,724 08
Amounts charged to War Appropriation for quarter ended Dec. 31, 1945 and included in Dominion Government's contributions for the same period.....	133,203 80	183,935 61	141,213 78	143,245 31	164,077 30	690,400 40
Dominion Government's contributions April 1—December 31, 1945.....	1,881,921 07	2,589,279 21	2,003,471 93	1,863,608 22	2,169,798 70	9,776,064 93
Amounts charged to War Appropriation April 1—December 31, 1945 and included in Dominion Government's contributions for the same period.....	393,605 24	538,917 25	419,124 73	424,012 80	484,936 47	2,148,068 01
Dominion Government's contributions from inception of Old Age Pensions Act.....	23,204,494 99	31,998,300 87	29,929,919 28	15,877,838 92	23,532,804 92	139,833,924 13
Amounts charged to War Appropriation since amendment under the War Measures Act and included in Dominion Government's contributions from inception of Old Age Pensions Act.....	1,108,453 38	1,539,387 85	1,256,559 03	1,007,715 09	1,160,792 77	5,496,719 84

	P.E.I. Act effective July 1, 1933	Quebec Act effective Aug. 1, 1936	Saskatchewan Act effective May 1, 1928	N.W.T. Order-in-Council effective Jan. 25, 1929	Totals
Number of pensioners.....	1,982	50,644	13,193	11	193,648
Average monthly pension.....	18.91	23.94	24.59	24.09	
* Percentage of pensioners to total population.....	2.18	1.45	1.56	.09	
* Percentage of persons over 70 years of age to total population.....	6.59	3.20	3.43	1.52	
* Percentage of pensioners to population over 70 years of age.....	33.03	45.22	45.49	6.01	
Dominion Government's contributions for quarter ended Dec. 31, 1945.....	81,641 24	2,725,957 06	732,165 71	829 07	10,397,297 97
Amounts charged to War Appropriation for quarter ended Dec. 31, 1945 and included in Dominion Government's contributions for the same period.....	16,328 25	563,948 03	152,457 97	157 53	2,188,967 98
Dominion Government's contributions April 1—December 31, 1945.....	238,612 49	8,044,200 07	2,164,030 25	2,464 08	30,733,450 95
Amounts charged to War Appropriation April 1—December 31, 1945 and included in Dominion Government's contributions for the same period.....	47,722 50	1,663,586 69	449,107 34	469 18	6,569,550 21
Dominion Government's contributions from inception of Old Age Pensions Act.....	2,483,541 99	74,103,047 69	28,494,772 21	30,250 81	369,488,895 81
Amounts charged to War Appropriation since amendment under the War Measures Act and included in Dominion Government's contributions from inception of Old Age Pensions Act.....	141,252 62	4,955,916 70	1,325,022 81	1,358 34	17,993,178 43

* Percentages based on the estimated population as at June 1, 1944—Dominion Bureau of Statistics.

PENSIONS FOR BLIND PERSONS

FINANCIAL AND STATISTICAL SUMMARY OF PENSIONS FOR BLIND PERSONS IN CANADA AS AT DECEMBER 31, 1945

	Alberta Act effective Mar. 7, 1938	British Columbia Act effective Dec. 1, 1937	Manitoba Act effective Sept. 1, 1937	New Brunswick Act effective Sept. 1, 1937	Nova Scotia Act effective Oct. 1, 1937
Number of pensioners.....	262	342	361	736	663
Average monthly pension.....	24.45	24.58	24.80	24.61	24.17
* Percentage of pensioners to total population.....	.032	.037	.049	.159	.108
Dominion Government's contributions for quarter ended December 31, 1945.....	\$14,422 92	\$18,943 67	\$20,119 85	\$40,663 54	\$35,714 85
Amounts charged to War Appropriation for quarter ended December 31, 1945 and included in Dominion Government's contributions for the same period.....	\$2,940 16	\$3,895 33	\$4,099 26	\$8,337 65	\$7,600 98
Dominion Government's contributions April 1-December 31, 1945.....	\$42,797 31	\$56,716 02	\$58,680 63	\$121,831 13	\$106,645 82
Amounts charged to War Appropriation April 1-December 31, 1945 and included in Dominion Government's contributions for the same period.....	\$8,715 48	\$11,619 59	\$12,201 96	\$25,034 37	\$22,639 36
Dominion Government's contributions from inception of amendment to the Old Age Pensions Act.....	\$305,711 65	\$446,914 60	\$453,414 56	\$1,003,125 50	\$854,134 41
Amounts charged to War Appropriation since amendment under the War Measures Act and included in Dominion Government's contributions from inception of amendment to the Old Age Pensions Act.....	\$25,340 82	\$34,386 71	\$36,303 69	\$67,359 37	\$56,644 86

	Ontario Act effective Sept. 1, 1937	P.E.I. Act effective Dec. 1, 1937	Quebec Act effective Oct. 1, 1937	Saskatchewan Act effective Nov. 15, 1937	Totals
Number of pensioners.....	1,526	116	2,539	337	6,882
Average monthly pension.....	24.69	22.35	24.71	24.83	
* Percentage of pensioners to total population.....	.038	.127	.073	.040	
Dominion Government's contributions for quarter ended December 31, 1945.....	\$85,897 52	\$5,682 41	\$143,908 69	\$18,533 21	\$383,886 66
Amounts charged to War Appropriation for quarter ended December 31, 1945 and included in Dominion Government's contributions for the same period.....	\$17,981 88	\$1,136 48	\$29,414 62	\$3,861 02	\$79,267 38
Dominion Government's contributions April 1-December 31, 1945.....	\$254,273 09	\$16,886 03	\$423,419 68	\$57,419 23	\$1,138,668 94
Amounts charged to War Appropriation April 1-December 31, 1945 and included in Dominion Government's contributions for the same period.....	\$52,729 89	\$3,377 20	\$86,540 21	\$11,718 63	\$234,576 69
Dominion Government's contributions from inception of amendment to the Old Age Pensions Act.....	\$2,111,920 08	\$126,487 44	\$3,101,934 72	\$441,213 70	\$8,844,856 66
Amounts charged to War Appropriation since amendment under the War Measures Act and included in Dominion Government's contributions from inception of amendment to the Old Age Pensions Act.....	\$144,827 80	\$10,030 78	\$251,329 01	\$34,700 66	\$660,923 70

* Percentages based on the estimated population as at June 1, 1944—Dominion Bureau of Statistics.

Proposals for Labour Legislation in Saskatchewan

On December 17, the Saskatchewan Executive Committee of the Trades and Labour Congress of Canada met with the Provincial Cabinet and presented their annual brief of proposed labour legislation.

The delegation expressed its appreciation for the social and economic legislation already enacted by the present Provincial Government which was described as, "step by step, gradually improving the conditions under which the workers of the province labour."

Amendments to the Trade Union Act of the Province asked for were: (a) that individual unit certification be extended to cover any area designated by Provincial Labour Relations Board; (b) that maintenance of membership, like dues check-off, come into effect immediately upon certification, if application is made for it; (c) that the Government provide machinery for dealing with applications placed before the Labour Relations Board, in the interests of the Trades Union Act; (d) that provision for perpetuation of responsibility be made in cases similar to changes in the ownership of businesses; (e) that a collective agreement remain in effect during any seasonal occupation lay-off; (f) that changes in ownership for the purpose of destroying a union by changing conditions be classed as unfair labour practice; (g) that the use of strike breakers, scabs, etc., in labour disputes, be made an unfair labour practice.

Proposals were included for: the enactment of an Hours of Work Act which would set a 40-hour maximum throughout the province; the enactment of a Holidays with Pay Act; and the amendment of the Workmen's Compensation Act so as to extend blanket coverage to all workers, increase payments to 100 per cent of wages, and eliminate the three-day waiting period before commencing payments.

The delegation asked that Old Age Pensions be paid at 60 years of age and benefit payments increased to \$50 per month. It requested the abolition of the Education Tax; the standardizing of all school books; and their free provision for all grades by the Department of Education. On the question of child labour, the brief favoured legislation which would prohibit the employment of children in factories, hotels and restaurants prior to the age of 16 and requested the elevation of the school leaving age to at least a similar level.

Requests were made for a minimum wage of \$1,800 per year and the immediate implementation of the 35-cent per hour minimum wage.

The Provincial Government was requested to cogently impress upon the Federal Government the necessity of removing the control of the present Housing Act from private banks and mortgage companies to the Bank of Canada.

New Brunswick Labour Brief on Dominion-Provincial Relations

A DELEGATION representing the New Brunswick Federation of Labour met recently with the New Brunswick Cabinet for the purpose of presenting a brief containing matters which the Federation felt should be discussed at the Dominion-Provincial Conference.

Health Insurance.—The delegation was of the opinion that the Dominion proposals for health insurance were good but contended that leaving the final choice of what services were to be inaugurated entirely with the provincial governments would result in a lack of uniformity in such legislation throughout Canada. Fear was expressed that such a plan would lead to inferior services in some provinces. As a result these provinces would be paying for superior services rendered in other provinces because of the proportionately equal share of the cost each province incurred under the proposed plan. The delegation demanded that any health insurance scheme adopted be national in scope, operation and administration.

Old Age Pensions.—Similar views were expressed regarding old age pensions. The rate of benefit payments and the extent of coverage varied between the provinces—"further illustrating the lack of uniformity that exists in social legislation in Canada", the delegation declared. Protest was registered against the "means test" being utilized as a measure of eligibility. "We heartily agree with the proposal that the age of eligibility should be reduced from 70 to 65 years, with an ultimate goal of 60 years, and we believe all the pensions should be paid by and administered under federal authority and without the claimant having to prove destitution."

Unemployment Insurance and Unemployment Assistance Benefits.—The Government delegates to the Dominion-Provincial Conference were urged to support the request for extending unemployment insurance to a greater number of workers. This, coupled with the extension of the duration of payments, should, to a great extent, obviate the need for unemployment assistance benefits.

Wage Control and Collective Bargaining.—The delegation pointed out labour's desire to have present wage regulations relaxed or eliminated as promptly as is consistent with the general welfare, but declared they saw no valid reason why minimum wage legislation already promulgated, but presently suspended, should not be immediately reinstated to help maintain present wage rates and spending power.

The delegates expressed wholehearted concurrence in the "desirability of uniformity throughout Canada of minimum wage standards, occupational coverage, maximum hours of work, and minimum hours of employment" set out in the Dominion Government's proposals. However, they proscribed the condition, "consistent with justifiable local or regional variations in cost

of living standards" as absolutely precluding any possibility of attaining uniformity.

Collective Bargaining and Conciliation.—A single labour code for the entire Dominion was advocated which would provide workers with the absolute right to organize and contain means for rapid conciliation in cases where disputes arise. In the latter case the delegation was of the opinion that it would be difficult to improve much upon the general principles of the Dominion Industrial Disputes Investigation Act, except to make it applicable to all employment in the country.

The delegation went on record as being essentially in agreement with federal proposals to maintain present wartime taxation agreements. It asked safeguards against imposition of further taxes such as rental, occupational, and poll taxes, and favoured collection of taxes at source as earned.

Households and Families in 1941

THE number of buildings used for habitation purposes at the date of the 1941 census was 2,181,564, or one for every five of Canada's population, according to final figures released by the Dominion Bureau of Statistics. Averages ranged from one for every eight of population in Quebec, to one building used for habitation for every four persons in British Columbia. On the basis of number of dwellings, however, the range diminishes to between one dwelling for roughly every five persons in the Maritimes and Quebec, and one for every four persons in Ontario, the Prairie Provinces and British Columbia. Such differences in the number of building and dwelling units in relation to population are largely determined by the variable factors of type of dwelling, tenure, size of household and families, type of locality, etc.

Dwellings occupied by owners constituted 55 per cent of all dwellings in Canada. The proportion was higher in rural localities where three-fourths of the dwellings were owner-occupied. In urban localities, however, only 40 per cent of the dwellings were occupied by owners. Rented dwellings outnumbered owner-occupied dwellings in urban localities of all provinces, with the exception of Prince Edward Island, Nova Scotia and British Columbia.

An analysis of rents paid by tenant households in the larger cities shows that close to one-half of tenant households in Montreal were paying low monthly rentals of between \$10 and \$19 at the date of the 1941 census, about one-third in Quebec City, Winnipeg and Vancouver, one-fourth in Windsor and

Hamilton, and one-fifth in Ottawa and Toronto. However, it should be noted that 93 per cent of all Montreal tenant households and 87 per cent of those in Quebec were living in apartments and flats, whereas in Winnipeg and Vancouver, where a large proportion of households also were in the low rental levels, over half were living in single homes.

Monthly rents for single homes were lowest in Winnipeg and Vancouver and highest for households in Ontario cities, notably Ottawa and Toronto. Approximately 75 per cent of urban tenant households in the former cities paid less than \$30 a month for rent, as compared with about 50 per cent in Ottawa and Toronto. A similar comparison of urban tenant households living in apartments and flats shows that roughly one-third of such households in Ottawa and Toronto were paying less than \$30 a month, with proportions in other large cities ranging upward to three-fourths in Montreal and Quebec City.

Households consisting of two and three persons in 1941 were more numerous than those of any larger size in urban localities. For Canada as a whole, urban households of two persons amounted to 22 per cent of the total, and three persons slightly lower at 21 per cent. The number of households fell off more sharply between the four and five person groups from 18 per cent to 12 per cent, with a continuing drop to three per cent for households of 10 persons and over.

In urban centres, households living in four, five or six rooms were most numerous, with the largest number in the last group. Per-

centages of total households in these room-per-household groups were 17 per cent, 18 per cent, and 22 per cent, respectively, with a drop in the number of households with seven rooms to 10 per cent, and those with 10 rooms or more, to three per cent.

Urban tenant households showed a greater concentration than owner households in the low room-per-household groups, and to a lesser extent, in the smaller person-per-household groups. Less than one-third of urban tenant households occupied six rooms or more as compared with three-fifths of owner households. The proportion for tenant households living in single homes was slightly higher at 42 per cent, but for those in apartments and flats only 20 per cent occupied six or more rooms.

Normal families, consisting of husband and wife (with or without children) living together at the date of the census, far outnumbered other types of family groups. Normal families totalled almost 88 per cent of all families in Canada. Another two per cent represented families in which either the husband or wife were resident elsewhere on the census date. This latter group should not be confused with families whose heads were separated or divorced.

Families of widowed heads accounted for almost nine per cent of the total families in Canada, with almost three-fourths of these having female heads. Families with separated and divorced heads together totalled 1.3 per cent of all families, and those of single heads, 0.2 per cent.

Australian Industrial Lighting Standards

“INDUSTRIAL Lighting”, a bulletin issued recently by the Commonwealth Department of Labour and National Service, sets forth the minimum requirements of the “Australian Code for the Interior Illumination of Buildings by Artificial Light” which was drawn up by the Australian Standards Association and applied during wartime in the National Security (Standards of Lighting) Regulations. The bulletin contains numerous photographs and diagrams.

The first chapter, on general principles, points out that the five factors of vision are eyesight, the size of objects, the contrast between an object and its background, the time in which work-tasks must be done and illumination. Glare, it is emphasized, impedes vision and brings on fatigue, reduces production and increases errors.

Some requirements of good practice summarized in the second chapter are the provision of sufficient light on each work-task, the prevention of eye-strain caused by working in a pool of light with surrounding gloom, the prevention of glare from exposed lamps, the prevention of glare by screening local lights at or near machines and by using indirect lighting in offices, and the use of light colours or special lighting methods to improve contrast between work-tasks and backgrounds. The amount of desirable illumination is indicated for six classes of work and for a number of industrial interiors and tasks.

A chapter on colour in industry emphasizes the need for light-coloured surroundings to reflect the light. Ceilings should be white but may be slightly tinted when the interior

is well lighted day and night. Walls, however, should not be white but painted in some light colour such as light green or blue or “sunshine cream” or buff. Machines, it is urged, should be painted in light but not bright colours. Strong colours, however, should be used to identify dangerous parts of machines or for other identification.

Another chapter deals with the best methods of lighting. The use of 50 or more foot-candles is advised for very severe and prolonged visual tasks, 25 to 50 foot-candles for less severe and prolonged tasks, 15 to 25 for moderately critical and prolonged operations, 10 to 15 foot-candles for ordinary and 5 to 10 for less exacting visual tasks.

A chapter on lighting equipment points out that direct lighting is unsuitable for precision, assembly, machine-tool and other work on shiny surfaces, or for operations where shadows will be troublesome, and prescribes the use of diffused light for these tasks. The importance of proper maintenance is emphasized, since dirty reflectors, darkened walls and ceilings, burnt-out and over-age lamps or replacements of inadequate size and under-voltage burning of lamps all result in depreciation of lighting installations, dirt being the chief enemy of continued effective lighting.

The value of fluorescent lighting with its relatively high efficiency and cool lighting is also discussed. Its value may be reduced, however, if the lighting fittings are installed over machines, benches, etc., with no upward light to dispel the darkness of upper areas. If necessary, auxiliary lighting should be installed to light the general surroundings.

THE LABOUR GAZETTE

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Notes of Current Interest

Canadian delegation to I.L.O. meeting in Mexico City

Canada's delegation to the third American regional conference of the International Labour Organization which opened in Mexico City on April 1, was headed by Dr. Hugh L. Keenleyside, Canadian Ambassador to Mexico. C. C. Eberts, of the Canadian Embassy staff in Mexico City, acted as assistant to Dr. Keenleyside. Paul Goulet, Assistant to the Deputy Minister of Labour, and J. S. McCullagh, Assistant Director of Industrial Relations of the Labour Department, were technical advisers to the Government delegate.

J. B. Ward, Chairman of the General Conference Committee of the Standard Railway Labour Organizations, of Montreal, was the workers' delegate; while C. E. Shumaker, Manager of the Personnel Division of the Goodyear Tire and Rubber Company, New Toronto, was the employers' delegate.

Items on the agenda included vocational training, labour inspection, industrial relations, and such social and economic problems of American countries as industrialization, immigration, the relationship between wages and prices, and the conditions of life of the native population of American countries. An account of this meeting will appear in a subsequent issue of the LABOUR GAZETTE.

Restriction in use of building materials

Speaking in the House of Commons on April 1, the Minister of Reconstruction, Honourable C. D. Howe, announced a policy for restricting the use of building materials for purposes other than housing.

The Minister stated that the number of houses that are to be built during 1946 will

be limited by available supplies of building materials. He said that it was impossible to judge from Ottawa the essentiality of different construction projects, and that in prohibiting the construction of non-essential buildings the decision could be made most effectively by municipalities.

"As hon. members know, a building permit must be obtained from the municipality before any building can be erected within its borders. The most appropriate time and place effectively to curtail unnecessary building is prior to the issuance of the building permit. The authority that issues the building permit is in the best position to determine whether the permit should be issued or deferred, having regard to the possibility of shortages of housing in the area, and having regard to employment conditions in the area," the Minister stated.

An Order in Council of March 27 (P.C. 1184) provides that

... every municipal body and every officer, employee or agent thereof having authority in relation to building permits shall, in the exercise thereof during the current calendar year, have power

- (a) to refuse to issue a permit for the erection, alteration or repair of any building or structure; and
- (b) to revoke, cancel or suspend any permit which may have been issued for the erection, alteration or repair of any building or structure.

The Order further provides that

where, in any place, a permit from a municipal body or any officer, employee or agent thereof is required by law for the erection, alteration or repair of any building or structure, no person shall erect, alter or repair any building or structure in such place unless such permit shall have been issued therefor and is in full force and effect.

The Minister said that effective means have been taken to bring about a fair distribution of building materials in all parts of Canada and that steps will be taken to maintain the same equitable distribution. "It will then be the duty of each municipality to determine whether its quota of material should properly be used for housing, for industrial projects or otherwise. Should the municipality decide to use its building materials to build motion picture theatres or other places of amusement, that municipality can hardly complain if a shortage develops in materials for construction of houses. I feel certain that every municipality will be impressed with the necessity to provide adequate housing for its population, even if this involves deferring projects that would otherwise be desirable."

Stating that there is still a need for low-rental housing for veterans, the Minister said that Wartime Housing Limited will consider applications from municipalities for veterans' houses for rent provided that they are received not later than June 1. "During 1945," he said, "the Wartime Housing building program was not undertaken until July, and, in the case of certain municipalities, not until late in the autumn, with the result that practically all the building extended over the winter months. It is to avoid this that the deadline of June 1 has been established for applications during 1946."

Enumerating the steps that have already been taken to make the best use of available supplies of building materials, he said a priority order required suppliers to fill orders for government housing projects and for houses of individual veterans whose houses are 75 per cent completed. This order, he said, will later be enlarged to give priority to all housing for veterans, whether built by the government or by the individual veteran.

He pointed out that the housing problem is not one that normally lies within the jurisdiction of the federal government.

Progress of housing in Canada Reports on building permits collected from municipalities by the Dominion Bureau of Statistics give an indication of the progress of housing in Canada.

During February, 1946, permits were issued by the reporting municipalities for 1,903 new housing units, of which 1,682 were new buildings and 221 were conversions. In February last year, 1,099 permits were issued for housing units, including 834 for the construction of new buildings and 265 for conversions. The aggregate value of new residential buildings, additions and repairs thereto, was \$7,819,812 in February this year as compared with \$3,449,565 in February, 1945.

Permits for the construction of 3,918 new dwelling units were granted during the first two months of the present year as compared with 1,905 in the same period of 1945. The permits for 1946 included 3,445 for new buildings and 473 for conversions. The value of new residential buildings, and additions and repairs thereto amounted to \$16,004,749 during the first two months of this year as compared with \$5,850,257 in the same period of 1945.

Permits for all construction reached the value of \$16,156,047 in February, recording a small increase from the January total of \$15,252,348 and exceeding the February, 1945 total of \$7,224,439 by 124 per cent. Permits for new construction were issued in February to the value of \$12,608,713 and additions, alterations and repairs, \$3,547,334. For the first two months of the current year, permits were granted to the value of \$31,408,395 as compared with \$12,619,666 in the comparable period of 1945, an advance of 149 per cent.

The Bureau received returns from 171 of the 204 municipalities in Canada which have systems for issuing such permits and of this number 145 reported detailed operations. The remaining 26 advised that no permits had been issued during the month, while 33 municipalities had failed to report by March 12, at which time compilations were proceeded with.

Of the 1,903 permits for new housing units issued in February, 740 were issued in British Columbia, 525 in Ontario, 379 in Quebec, 128 in Alberta, 57 in Manitoba, 45 in Saskatchewan, 15 in Nova Scotia, 12 in New Brunswick, and 2 in Prince Edward Island.

Employment and industrial statistics

The latest statistics available reflecting industrial conditions in Canada are shown in the accompanying table.

The index of industrial employment, published by the Dominion Bureau of Statistics, was 166.9 at February 1, 1946; this was lower by 1.3 points than one month earlier. The index of the physical volume of business receded from 195.4 in January to 181.2 in February. A slight increase was registered in the general index of wholesale prices during the month. The Bureau's cost-of-living index also showed a fractional gain to stand at 120.1 at March 1, 1946.

Employment and earnings.—Following the downward trend in employment indicated in mid-winter in seven out of the last eight years, the index of industrial employment (base 1926=100) declined from 168.2 at January 1, 1946, to 166.9 at February 1. This indicated a decline of 6.7 per cent as compared with employment one year earlier, when at February 1, 1945, the index stood at 178.9.

STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

NOTE.—Official statistics except where noted. Much of the statistical data in this table, with an analysis, are included in the *Monthly Review of Business Statistics* issued by the Dominion Bureau of Statistics.

Classification	1946			1945		
	March	February	January	March	February	January
Employment—						
Index ¹		166.9	168.2	178.2	178.9	180.4
Applications for employment ² . No.		6,597	7,184	7,054	7,265	8,594
Vacancies notified ² No.		4,477	4,979	8,218	7,415	7,759
Placements effected ² No.		2,104	2,254	4,860	4,974	5,224
Unemployment insurance claims						
Unemployment in trade unions %		59,098	71,932	13,307	14,990	20,412
			3.0			0.6
Earnings and Hours—						
Index, aggregate weekly payrolls ³		135.1	127.6	148.8	146.4	138.1
Per capita weekly earnings..... \$		31.94	29.92	32.82	32.15	30.10
Average hourly earnings..... cents		68.1	67.9	70.1	70.1	70.0
Average hours worked per week		44.0	38.1	45.8	45.4	39.6
Prices—						
Wholesale index ¹		104.6	104.0	103.0	102.9	102.8
Cost-of-living index ⁴	120.1	119.9	119.9	118.7	118.6	118.6
Physical Volume of Business—						
General index ⁴		181.2	195.4	225.2	216.7	228.8
Industrial production ⁴		188.2	193.9	248.0	240.3	245.8
Mineral production.....		98.1	119.7	173.5	147.9	174.0
Manufacturing.....		197.9	202.8	271.1	270.0	274.3
Construction.....		258.1	250.1	166.2	107.7	103.4
Electric power.....		152.9	151.8	154.2	150.1	151.6
Distribution ⁴		166.7	198.7	177.9	167.7	193.7
Carloadings.....		147.0	156.3	149.6	147.9	152.2
Tons carried, freight.....		184.5	191.0	206.6	192.8	191.6
Imports.....		165.9	203.9	161.4	162.0	190.3
Exports.....		187.5	227.9	369.6	295.9	281.3
Retail sales, unadjusted.....			160.3	194.3	146.7	143.0
Retail sales, adjusted ⁵			196.5	201.8	185.6	174.9
Wholesale sales.....		210.9	216.8	201.8	178.6	182.3
Other Business Indicators—						
Common stocks, index ⁴	†120.7	121.8	123.5	93.2	92.9	89.4
Preferred stocks, index ⁴		154.1	152.1	130.9	132.1	131.8
Bond yields, Dominion, index ⁴	†84.4	85.9	90.0	96.3	96.6	96.7
Trade, external, excluding gold. \$		271,731,000	331,653,000	439,493,000	352,736,000	363,546,000
Imports, excluding gold..... \$		116,996,000	140,309,000	132,486,000	112,373,000	129,685,000
Exports, excluding gold..... \$	178,377,000	153,143,000	189,090,000	301,175,000	236,364,000	230,498,000
Bank debits to individual accounts..... \$	5,678,171,000	5,335,919,000	5,990,656,000	5,328,960,000	4,433,511,000	5,069,995,000
Bank notes in circulation ⁶ \$			966,100,000	1,007,400,000	928,300,000	908,700,000
Bank deposits in savings..... \$			2,962,942,000	2,724,692,000	2,630,600,000	2,524,029,000
Bank loans, commercial, etc..... \$			1,173,828,000	1,066,861,000		1,132,750,000
Railways—						
Car loadings, rev. freight cars ⁷	280,362	263,569	254,517	267,535	265,842	247,178
Canadian National Railways						
operating revenues..... \$			27,318,000	32,403,000	27,089,000	28,546,000
operating expenses..... \$			25,227,000	25,787,000	24,743,000	25,354,000
Canadian Pacific Railway						
traffic earnings..... \$	25,254,000	22,598,000	23,309,000	26,383,000	23,159,000	24,090,000
operating expenses, all lines..... \$	23,555,000	21,239,000	22,091,000	23,779,000	21,408,000	22,428,000
Steam railways, revenue freight in ton-miles.....				5,175,424,000	4,612,032,000	4,749,777,000
Building permits..... \$		16,156,000	15,252,000	12,787,000	7,225,000	5,394,000
Contracts awarded..... \$			27,396,000	19,651,000	12,933,000	11,722,000
Mineral production—						
Pig iron..... tons		143,171	143,685	165,517	149,487	155,969
Steel ingots and castings..... tons		233,893	244,623	277,461	250,464	268,722
Ferrous alloys..... tons		10,872	10,878	16,434	13,402	12,130
Gold..... oz.			238,450	228,687	212,351	233,210
Coal..... tons			1,817,000	1,467,482	1,498,000	1,691,000
Copper..... lb.			34,473,000	45,931,335	39,903,000	44,381,000
Nickel..... lb.			13,823,000	23,514,627	20,725,000	23,770,000
Lead..... lb.			34,069,000	35,169,939	24,578,000	25,624,000
Zinc..... lb.			41,734,000	47,697,136	44,521,000	49,506,000
Timber scaled in B.C..... F.B.M.		198,471,000	175,883,000	211,300,000	197,760,000	162,778,000
Flour production..... bbl.		2,146,000	2,240,000	2,161,000	1,892,000	2,068,000
Footwear production..... pairs			3,839,000	3,393,000	3,076,000	2,878,000
Output of central electric stations..... k.w.h.		3,183,011,000	3,428,773,000	3,586,511,000	3,124,235,000	3,422,683,000
Sales of life insurance..... \$		87,621,000	81,948,000	65,636,000	58,919,000	58,010,000
Newsprint production..... tons	334,127	308,382	328,414	263,780	239,660	264,770

† Week ended March 28, 1946.

¹ Base 1926=100. ² Daily averages. ³ Base June 1941=100. ⁴ Base 1935-1939=100. ⁵ Adjusted, where necessary, for seasonal variation. ⁶ Notes in the hands of the public at the end of the month. ⁷ Figures for four weeks ended March 30, 1946, and corresponding previous periods.

A combined working force of 1,701,579 persons at February 1, 1946, as compared with 1,715,109 at January 1, was reported to the Dominion Bureau of Statistics by 15,612 firms in the eight leading industries. A substantial increase was shown in the total payroll of the reporting firms, however. The weekly disbursement in salaries and wages at February 1 was \$54,348,721. This exceeded by 5.9 per cent the amount reported at January 1 for the previous week which included the Christmas holidays. The average weekly earnings at February 1, 1946, were \$31.94, a rise of \$2.02 over the January 1 average which was also affected by the holiday season. Per capita weekly earnings at February 1 averaged \$32.15 in 1945; \$31.76 in 1944; \$29.96 in 1943, and \$27.65 in 1942.

Employment in manufacturing showed considerable recovery during the month of January, though the gain of 12,700 persons, or 1.3 per cent, from the preceding month was below the average at mid-winter in the years since 1920. Part of the increase was due to the re-employment of automotive workers who had been on strike for over three months. General improvement was shown in other branches of manufacturing, particularly textiles; seasonal losses were registered in animal food processing and chemical factories. The non-manufacturing industries on the whole reported a curtailment in employment, the largest reductions being 5.0 per cent in construction and 7.8 per cent in trade.

Prices—A slight rise was indicated in the general index of wholesale prices which, on the base 1926=100, increased to 104.6 in February from 104.0 in the preceding month and 102.9 in February, 1945. In the sub-groups, there were slight increases in animal, textile, wood, and iron products, while other groups, comprising vegetable products, non-metallic minerals and chemical products, remained unchanged. The removal of maximum price regulations from refined silver, effective February 1, 1946, accounted for the sharp rise of 6.9 points in the non-ferrous metals group index.

The Dominion Bureau of Statistics cost-of-living index (base 1935-1939=100) advanced from 119.9 at February 1 to 120.1 at March 1, 1946. The increase since August, 1939, was 19.1 per cent. Although foods accounted for the major part of the rise over February 1, clothing, home furnishings and services, and fuel also registered moderate increases. The food index moved up from 132.5 in February to 133.1 in March, increases being recorded for vegetables, eggs, and dairy products. Clothing advanced from 122.7 to 123.1, and home furnishings and services from 120.1 to

120.4. The fuel and light index rose fractionally from 107.1 to 107.2 while two groups were unchanged, rentals at 112.3 and miscellaneous items at 110.9.

Index of the physical volume of business—The index of the physical volume of business receded from 195.4 in January to 181.2 in February. A further decline in the volume of production was evident during the month. Curtailment of operations of industries engaged mainly in war production was accentuated while a shortage of materials resulting from the steel strike in the United States restricted activities still further. The index of industrial production declined 5.7 points, mineral production 21.6, and manufacturing 4.9. On the other hand, the index of construction was 8.0 points higher than in the previous month. The index of the value of contracts awarded rose to 256.2 in February, an increase of 35.1 points during the month, but building permits declined sharply from the high of 365.3 recorded in January to 265.4 in February. There was a slight rise in electric power production during the month. The general index of distribution, covering railway traffic, commodity distribution, and external trade, dropped from 198.7 to 166.7; declines were registered in both divisions of external trade, imports dropping 38.0 points and exports 40.4 points.

Demand for technical personnel exceeds supply

According to the February report of the Wartime Bureau of Technical Personnel, the demand for professional engineers and scientists by Canadian employers continues to exceed the supply available.

The Bureau, which became an employment service for technical personnel on the relaxation of National Selective Service Civilian Regulations in December, 1945, reports that its records show only one month when the supply of applicants in the technical category exceeded the demand. This was at the end of November, 1945, and was due to a rapid increase in demobilization and the curtailment of war industries following V-J Day.

At the end of February, 1946, there were 1,261 openings registered with the Bureau and only 710 applicants listed as available. The continuing large demand for technical personnel is attributed to a great extent to the present need of men for planning and organization of reconversion and reconstruction activities which will in turn absorb increasing numbers of non-professional personnel.

Since demobilization of the Armed Services began, the proportion of ex-service personnel to all technical personnel visiting the Bureau

has steadily increased. The figures for March show that more than 50 per cent of all technical persons recorded as taking up new employment were veterans. It has been estimated that one-half of all technical personnel in the Armed Forces were not employed in civilian life prior to enlistment and the employment available through the Bureau is of particular value to these men.

A survey of industry was begun by the Bureau in November, 1944, with a view to obtaining a backlog of openings for technical personnel discharged from the Armed Forces, when it became apparent that a number of scientists and engineers would be available for discharge from the Air Force through the curtailment of the Commonwealth Air Training Plan. Constant canvassing by the Bureau has kept this list up-to-date.

After V-J Day, the same listing of employment openings was of great value in the resettlement of those whose war service had been in civilian operations and substantial numbers of technical persons released from war industries were directed into new fields of employment.

An indication of future employment openings for technical personnel in the field of public utilities is given by statistics produced by the Bureau showing that one-third of the technical personnel employed by a typical public utility concern will be retired during the age of 65. This condition applies to a greater or less degree to most employers in the category of public utilities, government departments, and the well-established firms which have almost the same status as public utilities, where there was little recruiting of new graduates during the war and in most cases for some years before the war.

Based on a recent survey, lists of summer employment for undergraduates and employment for science students graduating this year have been sent to universities.

Canadian Commercial Corporation The Honourable James A. MacKinnon, Minister of Trade and Commerce, has announced the establishment of the Canadian Commercial Corporation, for the purpose of assisting private enterprise in international trade relations.

The Corporation will assume the duties of the Canadian Export Board, which made purchases for UNRRA and foreign countries in Canada. It will also facilitate the purchase of essential materials by private domestic interests in ex-enemy countries, when there is little possibility of procuring them through

normal trade channels; and will provide machinery for the purchase of commodities such as sugar, tea, oil and fats which are under international allocation or foreign government control and may continue to be so for a substantial period.

The Corporation will provide Canadian commercial concerns with a service comparable to that provided British and American traders, the Minister said. New tasks will devolve upon it as its work proceeds, in the light of its developing experience and the needs of Canadian business.

The Minister explained that the executive officer who will be charged with the primary responsibility for directing the activities of the Corporation will be its director and general manager, Mr. W. D. Low, former chairman of the Canadian Export Board. Mr. Maxwell Mackenzie, Deputy Minister of Trade and Commerce, will be president of the new organization. The board of directors will be: Mr. Hector B. McKinnon, head of Commodity Prices Stabilization Corporation; Mr. David Sim, Deputy Minister of National Revenue; Mr. V. W. Scully, Deputy Minister of Reconstruction and Supply; Mr. D. B. Finn, Deputy Minister of Fisheries; Mr. L. P. St. Amour, assistant deputy governor of the Bank of Canada and Mr. Low.

Repatriation of Japanese from Canada

As mentioned in the January issue of the *LABOUR GAZETTE*, (p.8) the Supreme Court of Canada was asked by the Government for an opinion on the validity of the three Orders in Council dated December 15, 1945, dealing with repatriation of Japanese from Canada.

The Court heard counsel for the parties concerned on January 24 and 25, 1946. Briefs were presented on behalf of the Co-operative Committee on Japanese Canadians, the Attorney-General of Saskatchewan (supporting the C.C.J.C. brief), the Attorney-General of Canada, and the Attorney-General of British Columbia (supporting the Attorney-General of Canada's brief).

The Supreme Court handed down its judgment on February 20, 1946, which was not unanimous.

(1) The Chief Justice and Justices Kerwin and Taschereau are of the opinion that the Orders in Council in question are not ultra vires in whole or in part.

(2) Justices Hudson and Estey are of the opinion that the Orders in Council in question are not ultra vires except paragraph 4 of Section 2 of P.C. 7355, which states:

(4) The wife and children under sixteen years of age of any person for whom the Min-

ister makes an order for deportation to Japan may be included in such order and deported with such person.

(3) Mr. Justice Rand is of the opinion that P.C. 7355 is not ultra vires in relation to Japanese Nationals, naturalized Japanese Canadians, or persons going voluntarily, but it is ultra vires in relation to compulsory deportation of Canadian-born Japanese, as well as wives and children under sixteen years of age who are not within the first two classes; and that P.C. 7356 is not ultra vires in taking away the rights and privileges of Japanese as Canadian Nationals, but is ultra vires insofar as it revokes the naturalization of such persons under the Naturalization Act; and that P.C. 7357 is not ultra vires subject to the requirements of the Naturalization Act as to grounds for revocation of naturalization.

(4) Mr. Justice Kellock is of the opinion that P.C. 7355 is not ultra vires except insofar as it authorizes deportation of Canadian-born Japanese, and wives and children under sixteen years of age; and that P.C. 7356 is not ultra vires except Section 1 insofar as it provides for loss of status of a British Subject; and that P.C. 7357 is not ultra vires except as it may authorize a departure from the British Nationality and Status of Aliens Act, 1914.

In summary, the Supreme Court by a majority of four to three ruled that the Orders in question were not ultra vires the Governor in Council in any part except paragraph 4 of Section 2 of P.C. 7355, which is quoted above.

The Prime Minister, Rt. Hon. W. L. Mackenzie King, announced on March 13 that the Government would facilitate any appeal which it was desired to carry to the Judicial Committee of the Privy Council from the decision handed down by the Supreme Court.

Pending the outcome of such an appeal to the Privy Council, action under the Orders in Council with regard to deportation will be suspended. In the meantime, the Department of Labour will proceed with arrangements to assist any Japanese who wish to leave Canada to do so at an early date. Mr. King made it clear that notwithstanding the fact that the Orders in Council are under review, any Japanese persons who wish to go to Japan will be accorded the terms provided for in Order in Council P.C. 7355, which allows the removal of the value of all property and assets held in Canada, and which provides for minimum financial credits and government assistance in needy cases. Persons leaving under these arrangements will be accorded free transportation for themselves and their families and for whatever baggage allotment is allowed by shipping conditions.

The Prime Minister stated that the Government would defer the appointment of the commission to review the cases of persons of Japanese origin until judicial review of the Orders in Council is completed. Prior to the appointment of the Commission, its terms of reference, as set forth in Order in Council P.C. 7357, will be reviewed by the government.

Amendment to regulations regarding conscientious objectors

The Minister of Labour, Hon. Humphrey Mitchell, announced in the House of Commons on March 25, an amendment to the regulations respecting conscientious objectors who may be

willing to assist in relieving the shortage of farm labour. He said on that occasion:

"Under the National Selective Service Regulations, men who were called under the Mobilization Regulations and who were recognized as conscientious objectors by mobilization boards, were required to perform alternative service work subject to specific conditions. One of the requirements was that a portion of the conscientious objector's earnings (which was designated under contract) must be paid by the employer to the Canadian Red Cross Society. Conscientious objectors in alternative service work number 10,870 and 6,749 are employed in agriculture. Contributions to the Red Cross society from the inception of the regulations to January 31, 1946, amounted to \$2,248,913.84.

"I do not intend, nor do I believe that the citizens of this country would agree, to relieve conscientious objectors from alternative service work until all enlisted men in the armed forces, or at least the majority of them, have been discharged.

"However, in view of the urgent need for increased agricultural production, it has been decided that some relaxation of the regulations should be effected which would encourage greater effort in agricultural production and to assist in furthering the supply of available agricultural labour. Therefore, under authority vested in me under the National Selective Service Regulations, an order has been issued providing:

"(1) Every postponed conscientious objector at present engaged in agriculture, or who becomes engaged in agriculture after the date of the order shall at the conclusion of the employment period ending March 31, 1946, be relieved of further payment to the Canadian Red Cross Society, provided he continues to be engaged in agriculture.

"(2) Every qualified agricultural worker at present engaged in the performance of alternative service in alternative service work camps shall be granted leave of absence for work in

agriculture and will not be required to contribute from his wages to the Canadian Red Cross Society so long as he continues to be engaged in agriculture.

"(3) No postponed conscientious objector or alternative service worker to whom the order applies may work for an employer other than the one with whom he is at present engaged, or with whom he enters employment except by first obtaining the consent of a divisional alternative service officer.

"It is understood, of course, that any conscientious objector who leaves agriculture will immediately become subject to the regulations as they have applied heretofore.

"Under the plan as proposed, I am confident there will be no movement of farm labour to the city in so far as conscientious objectors are concerned, but I believe there will be a definite movement of these workers from the city to the farm, as a result of this change."

Review of Canadian manpower situation during 1945

Elsewhere in this issue, on page 511, appears a review of the Canadian manpower situation during 1945. The article describes the trends in employment from the beginning of the year, when

war employment was high, through the achievement of victory and the ensuing period of reconversion to peacetime production. It is accompanied by a number of tables and charts.

Report on labour legislation in Canada, 1944

The Annual Report on Labour Legislation in Canada, 1944, which was recently issued by the Department of Labour, is the sixth supplement to Labour

Legislation in Canada as existing on December 31, 1937. The Report contains the text or a summary of all labour laws enacted in 1944 by the Parliament of Canada and the provincial legislatures. Orders in Council of interest to labour are also summarized or noted.

The legislation contained in the Report is reviewed in the Introduction under such headings as: Trade Unions and Collective Bargaining; Factories and Shops; Employment of Children; Wages and Hours of Labour; Workmen's Compensation; Safety and Health; Vocational Education and Apprenticeship; Post-war Reconstruction and Veterans' Affairs.

The main volume of the series may be obtained from the Legislation Branch of the Department for one dollar and the supplements for twenty-five cents each.

Labour bills in B.C. Legislature would reduce working hours

Seven labour bills have been introduced into the British Columbia Legislature by the Minister of Labour. If enacted, three of these statutes will affect hours of labour. Amendments to the Hours of Work Act will reduce from 48 to 44, subject to special exemptions, the maximum weekly hours of workers in mines, factories, shipyards, lumbering, construction, road transport, shops, bakeries, hotels and restaurants and elevator operation. A consequential amendment in the Factories Act reduces the normal maximum hours of women and girls in factories from 48 to 44 and, when overtime is permitted on not more than 36 days in the year, reduces the limits from 54 to 50 hours in a week. Similarly, in shops, boys or girls under 16 must not be employed more than 44 hours in a week.

The Board of Industrial Relations administering the Hours of Work and Minimum Wage Acts, the latter of which apply to classes of workers which the Hours Act does not cover, will have power, by an amendment in the Male Minimum Wage Act, to limit hours, an authority it already had under the Female Minimum Wage Act. In both cases the limits must be compatible with those prescribed by or under the Hours of Work Act. The Board is henceforth to consist of not more than seven and not fewer than five members, instead of five, and it is expressly stipulated that it is to be "representative of organized groups of employers and employees and of the general public."

A new Annual Holidays Act will provide for one week's holiday with pay each year for all workers except those engaged in farming and domestic service.

The deduction of one cent a day from workers' wages towards the cost of medical aid in workmen's compensation cases is to be discontinued. An injured workman will now have three years instead of one in which to file an accident claim.

Amendments to the Shops Regulation and Weekly Half-holiday Act will provide that, on petition of not less than three-quarters of the occupiers of shops of any class, a municipal council may, by by-law, require the closing of all shops of their class for one whole day in a week.

Retirement of Arthur J. Odam from Department of Labour

The Department of Labour honoured one of its senior administrative officers upon the occasion of the recent retirement of Mr. Arthur J. Odam.

At the presentation ceremony the Minister of Labour, Hon. Humphrey Mitchell, empha-

sized the special value of Mr. Odam's competent work and his faithfulness beyond the call of duty. Also speaking for the staff, the Deputy Minister, Mr. Arthur MacNamara, lauded Mr. Odam's major contribution to the work of the Department and his co-operation with his colleagues.

Entering the Civil Service in the Public Works Department in 1916, Mr. Odam transferred to the Employment Service Branch of the Labour Department in 1919, then presided over by Dr. Bryce M. Stewart, later Deputy Minister of Labour and now of New York City. Except for a temporary period with the Unemployment Insurance Commission after it was established in 1940, Mr. Odam has been continuously with the Labour Department, having held several positions the latest being that of Senior Statistician in the Research and Statistics Branch. An active member of the International Association of Public Employment Services, Mr. Odam participated in several conferences of this organization in Canada and the United States. Active in Civil Service affairs, Mr. Odam has been a member of the Professional Institute since 1920, and an active member, and at times a representative, of the Civil Service Association of Ottawa since he first entered Government Service.

Decline in meat consumption during 1945

Preliminary estimates indicate that the civilian consumption per capita of all meats declined sharply in 1945, according to figures released by the Dominion Bureau of Statistics. Total civilian consumption is estimated at 136.5 pounds per capita in 1945 as compared with 149.8 pounds in 1944. Nearly all of the reduction is attributable to a decline in pork consumption, which for 1945 is 10.6 pounds lower than the 1944 figure of 61.4 pounds per capita.

While the 1945 per capita consumption is down sharply from previous years, it is still considerably above the pre-war average, being over 18 pounds greater than the 1935-39 average. The decline in consumption is partly a result of the reintroduction of meat rationing in September, 1945. Lard consumption in 1945, estimated at 5.9 pounds per capita for the civilian population is 2.4 pounds lower than the estimate for the previous year. However the 1945 consumption is two pounds higher than the pre-war average of 3.9 pounds per capita, per annum.

Civilian consumption per capita of meats was as follows in 1945, totals for 1944 being in brackets: beef 61.6 (62.4) pounds; veal, 12.1 (11.0); mutton and lamb, 4.9 (4.8); pork, 50.8 (61.4); offals, 4.4 (7.4); canned meats—carcass equivalent, 2.7 (2.8).

British employers required to give jobs to disabled persons

Beginning March 1 all British employers hiring twenty or more employees were required to hire enough disabled persons to equal two per cent of their total employment.

Formal notice was served on employers two and one-half months before the scheme was to take effect, in order to give them time to prepare for the statutory obligations which fall upon them under the provisions of the Disabled Persons (Employment) Act. The definition of a disabled person is "one who by injury, disease, or congenital deformity is substantially handicapped in obtaining or keeping employment or undertaking work on his own account of a kind which, apart from that injury, disease or deformity, would be suited to his age, experience, and qualification."

The only disabled people who will count for the purpose of the quota are those who are registered as such under the Act. Registration began on September 25, 1945, (L.G., Nov., 1945, p. 1609), and up to February 18 over 277,000 persons had registered.

The obligation to employ a quota does not mean that the employer must discharge non-disabled persons to make room for disabled. It means he must take the opportunity when engaging fresh staff to build up to his quota.

The prescribed percentage will not remain as low as two per cent for many months, but will be raised as soon as is necessary to facilitate the resettlement of large numbers of will be raised as soon as is necessary to facilitate the resettlement of large numbers of disabled persons coming on the register. Two per cent is the standard percentage for general application, and will apply to all employers unless a special percentage has been fixed for any industry.

Of the 277,105 persons who had registered up to February 18, 132,725 had received their disability as a result of war service, 46,124 from industrial accidents or injuries, and 67,592 from other accidents or diseases; while 27,583 had been disabled from birth or childhood, and 3,081 were classified as "other war casualties."

United Kingdom drive to increase export trade

Statistics released in March by the United Kingdom Information Office illustrate the progress of Britain's drive to increase her foreign trade.

Exports during February, 1946, which totalled almost 60 million pounds, were on a daily average one-sixth above the January level and by the end of the month had exceeded 80 per

cent of the pre-war rate. During February, 1945, while Britain was still at war and subject to air attacks her exports totalled 23 million pounds. Immediately victory was won a rapid start was made on six years' accumulated overseas orders, and the rate of exports rose rapidly.

Britain's imports in February showed a decline from January of 16.7 million pounds, caused mainly by a drop in purchases of food, drink and tobacco. However the Office states that the reduction in imports is to be regarded as a temporary phase. "The United Kingdom long-term trade policy aims at the expansion of both exports and imports. Due to her war sacrifices Britain must cut her imports until a rise in exports again places her in a position to increase overseas purchases. The success of the plan to raise exports, which is the core of Britain's production drive, is essential for a prosperous Britain—and for a prosperous world."

(On April 8 the Hon. James A. MacKinnon, Canadian Minister of Trade and Commerce, announced in the House of Commons that Britain had agreed to relax her import restrictions in regard to 38 items whose entry had been prohibited, and to permit Canadian exporters who built up trade connections in Britain in pre-war years to ship about 20 per cent of the value of their pre-war business.)

Study of incentive plans in U.S.A.

The United States Secretary of Commerce, Mr. Henry Wallace, recently announced the formation in his

department of an incentive division which will undertake a study of profit-sharing, bonus and other incentive systems for increasing the production and distribution of goods.

The division will include sections to evaluate separately incentive programs for labourers, salaried employees, salesmen and executives, and will be headed by Mr. Charles E. Brokaw.

Training of building apprentices in United Kingdom

The United Kingdom is aiming at training three times as many building apprentices and craftsmen at a time as were trained before the war, according

to a recent statement by Miss Ellen Wilkinson, Minister of Education. The present target is to train 90,000 at a time in Britain's technical colleges and institutes. Junior building schools which had an annual intake before the war of four hundred have now increased this to between five and six thousand.

A system of part-time release from study in the daytime will be used, whereby "work and study will go side by side". Encourage-

ment is also being given to the training of teachers.

Reference was made in the June, 1945, *LABOUR GAZETTE* (p.797) to a scheme whereby apprentices erect buildings under the guidance of craftsmen. At the end of last year the first houses built by apprentices in this way were officially opened. Apprentices train under an apprentice master on building work set aside for the purpose and if the resultant costs are above normal, the local authority is reimbursed from Government funds.

Settlement of strike at General Motors

Settlement of the strike of 350,000 members of the United Automobile Workers, employees of General Motors Corporation (L.G.,

Feb., 1946, p.138) was reached on March 13. The strike had lasted 113 days.

Terms of settlement included a wage increase of 18½ cents an hour, together with increases in vacation pay and in overtime rates for seven-day continuous operations, equal pay for women and a form of union security.

The wage increase lifts from about \$1.12 an hour the national average pay of hourly-rated General Motors workers to about \$1.30½ an hour. It means, however, that the net take-home pay of the average worker, operating on a 40-hour week, will be less than it was at the old rate during the war, when he worked forty-eight hours, with eight hours at time-and-one half.

U.S. court rejects "superseniority" for veterans

In a two-to-one vote the United States Circuit Court of Appeals recently reversed an earlier decision of a lower court which had upheld "superseniority" for

veterans. The reinstatement provisions of the Selective Service Act have been interpreted by the Selective Service administration as granting the returning veteran the right to reinstatement even though this may necessitate the discharge of a non-veteran with greater seniority (L.G., Nov., 1945, p.1609).

The court held that it seemed "beyond debate" that the legislation was not intended to give veterans a "gain in seniority" and that it was unlikely that Congress, which passed the law when the country was at peace, would have accepted a proposal which "gave industrial priority regardless of their length of employment, to unmarried men—for the most part under thirty—over men in the thirties, forties and fifties, who have wives and children dependent upon them."

The court qualified its decision by expressing the hope that the question should reach the Supreme Court as soon as possible.

**Housing in
United States**

Expenditure on new residential housing in the United States was eight times greater during February, 1946, than in February, 1945, according to the U.S. Bureau of Labour Statistics.

Expenditures for privately financed housing have been rising at an average monthly rate of nearly 13 million dollars since February a year ago, the Bureau announced. Though some of the increase in expenditures for housing has been absorbed in higher prices for somewhat larger houses than were built a year ago, much of it reflects an increase in the number of dwellings being provided.

The value of new residential building put in place during February, 1946 totalled 175 million dollars, higher than for any February during the period for which monthly data are available (January 1939 to date). In spite of the continued gain during the past year, however, home building is still far below the monthly rate which must be attained to satisfy current and prospective needs, the Bureau stated.

Expenditures for new private non-residential building, which competes directly with home construction for critical building materials, rose 22 million dollars during February, 1946, and 170 million dollars from February 1945. While all types of private non-residential building participated in the increase over the year, the greatest gains occurred in expenditures for industrial building, which nearly tripled between February, 1945 and February,

1946 (from 39 million to 121 million dollars) and for commercial building, which increased ten times (from 7 million to 72 million dollars).

Estimated total construction expenditures (including minor building repairs) in continental United States approximated 654 million dollars this February—5 per cent more than the January total of 624 million dollars. This gain in what is normally a poor construction month is attributable entirely to an advance in privately-financed non-farm building. All other categories of construction expenditures remained stationary or declined seasonally.

Curtailement of publicly-financed activity, first apparent in June, 1945, continued during February, 1946. The 85 million dollars expended for public construction this February was the lowest figure for any month in recent years and was about half the amount spent in February, 1945.

Public construction expenditures are at their present low level because expenditures for peacetime public works projects (highways, community facilities, conservation work, etc.) have not begun to expand. The volume of highway construction, for example, amounted to only 16 million dollars in February 1946, as compared with prewar levels for the corresponding month of 37 million dollars in 1939. Expenditures for conservation and development work totalled 24 million dollars in February, 1941, but only 10 million dollars this February.

Developments in Price Control Policy

Price Adjustments Authorized—Anti-Inflation Policy Reaffirmed

A NUMBER of upward price adjustments were recently permitted by the War-time Prices and Trade Board for certain products including iron and steel, lumber, butter, pork, and pulp and paper.

On April 2 the Hon. J. L. Ilsley, Minister of Finance, made the following statement in the House of Commons dealing with this fact and reaffirming the Government's anti-inflation policy:—

During the past few days, as hon. members no doubt will have noticed, the War-time Prices and Trade Board has authorized a number of important price adjustments. Ceiling prices for iron and steel and for various consumer articles made from iron and steel have been increased. Producers of lumber will be permitted to charge higher prices, although wholesalers' and retailers' ceilings remain unchanged. Butter and pork prices have been raised. Price increases have been permitted for various pulp and paper products other than newsprint. In the course of the next three or four months small increases will take place in the retail prices of clothing and furnishings consequent upon the government's decision to eliminate subsidies on imports of raw cotton and wool.

Taken in conjunction with the decision made at the beginning of February to suspend price ceilings on a list of some 300 items and with the relaxation of rigid price controls on many imported goods, these recent steps may be regarded by some as implying that price control is breaking down, or at least that the basic policy of the government has been changed.

I am therefore taking this opportunity of making it plain that such is not the case. These adjustments are part and parcel of a carefully planned program which has been developing gradually since V-E day, and which, in its broad outlines, has been explained to the house and to the public on several occasions during the past twelve months. These measures do not mean that the Government's anti-inflation policy as administered by the prices board is beginning to falter. They do not mean that we contemplate an early lifting of our price control system, nor must they be taken to imply that any serious increase in the cost of living is impending. On the contrary, they indicate that the Govern-

ment is prepared to maintain control over the movement of prices during this difficult and highly dangerous transition period.

Policy Adopted to Fit Transition Period

I need hardly say that the danger of inflation is still very great. Many commodities are still in short supply, e.g., food, textiles and building materials—all highly essential. Purchasing power and consumer demands exceed their war-time levels. In this situation it would be unthinkable to allow prices to find their own level. But that does not mean, of course, that the administration of price control should not change. The system which served Canada so well in war must now be adapted, and is being adapted, to meet the special circumstances of the transition period.

Our system of price control has always permitted price adjustments in cases of genuine necessity. The special significance of the adjustments recently announced arises from the fact that they cover a wider area of Canadian industry than has so far been affected. I believe, however, that this will be recognized as the sensible approach to the problem. It would be folly to pretend that the Government could continue to administer the same more or less inflexible system of price ceilings that was appropriate to the uncertain days of 1942 and 1943. Here and there the line has to bend if it is not to break.

The declared aim of the Government's price policy for the transition period is to give a reasonable degree of stability to living costs while creating conditions favourable to a high level of employment and production. In practice this means that where the War-time Prices and Trade Board is satisfied that production is capable of expanding on the basis of basic period selling prices, then basic period prices will continue as the legal maxima. On the other hand, where it can be demonstrated to the satisfaction of the prices board that present ceiling prices are prejudicially affecting production and employment, adjustments are made. But except for commodities in quite ample supply, or relatively unimportant, price ceiling are not suspended.

As the house will realize, it is easy to state general principles such as these but more difficult to put them into practice. The prices

board is literally in a continuous fight to prevent price increases from being extended any further than is absolutely necessary. The increases in prices, to which I referred earlier, provide examples of the policy in practice. In the case of iron and steel, the support of the price structure formerly given by war production has disappeared. Consequently, wartime increases in costs must now be reflected in selling prices of the basic iron and steel products. The wartime accumulation of cost increases, particularly wage increases, is also the basic factor behind the increase in the producer's price of soft-wood lumber, and in pulp and paper prices.

Subsidies

Another factor behind certain recent price increases stems from the decision which the Government reached some time ago to reduce or eliminate subsidy payments. While subsidies played a vital part in checking the forces of inflation during the war, they are not desirable as a permanent feature of the price structure, and should be removed as expeditiously as possible. Certain subsidies were paid to offset temporary wartime cost increases and are more or less self-liquidating. The subsidies formerly paid on imports of petroleum are a good example of what I mean. On the other hand, it looks as if the wartime increase in the cost of imported cotton and wool, for example, is more or less permanent. In view of this, the board has largely withdrawn from the payment of subsidies on wool imports in recent months, and has reduced the amount of subsidy paid on cotton imports. At the same time, the prices board has authorized certain price increases that will be necessary to compensate for the higher price of wool and cotton as the various products move from the mills and converters, through to the garment manufacturers and down to the final consumer. The price increases authorized have been carefully worked out in relation to seasonal production, and in relation to inventories and other such factors, and the board is confident

that the increase of consumer prices will be kept to the bare minimum necessary to offset subsidies. In other words, basic period or 1941 price ceilings in this particular industry, as in other industries where adjustments are necessary, will cease to be the rule, but the system of legal maximum price ceilings remains intact.

The recent increases in the prices of butter and pork products require very little explanation. In the case of butter, an additional incentive is needed if even a restricted consumer ration is to be met. In the case of bacon, the United Kingdom, realizing that hog numbers were declining seriously, agreed to raise contract prices immediately, and the domestic price was simply adjusted to the new level.

I am confident that the policy we have been following is capable of meeting the realities of this period of adjustment. It will undoubtedly mean a modest increase in the cost of living. But it will enable us to preserve the economic advantages we have gained from nearly five years of self-discipline on the economic front, and will protect consumers and producers alike from the economic and social dislocation which would surely develop if present inflationary pressures were given free rein.

In conclusion I wish to reiterate that the government has no intention of putting into effect what some political and other groups are advocating, namely, the removal, wholly or substantially, of price control.

We believe that price control and the maintenance of ceilings have the support of the Canadian people and we do not intend at this stage of the fight to flout their opinion or destroy the results of nearly five years of determined effort to prevent inflation.

I would like to appeal to this house and to the Canadian people for continued support of measures which we are satisfied are necessary if economic stability is to be maintained, if the real value of our currency and our bonds is to be protected, and if the bankruptcy and unemployment resulting from a price boom followed by a price collapse are to be avoided.

National Health Service in Great Britain

Complete Medical Protection to be Provided by Government

A BILL to establish a national health service was introduced in the British Parliament on March 20. Based on the principle that complete medical treatment should be available to everybody, regardless of income, and that the maintenance of the people in good health must become a national responsibility, the national health service is part of the broad social insurance system that is being established in the United Kingdom (L.G., March, 1946, p. 287).

The Bill fulfills the purposes set forth in a Government White Paper two years ago (L.G., 1944, p. 443), but goes further in the direction of nationalization. It also consolidates the advances made during the war in re-organization of hospital services.

Services to be Provided Free

A complete free medical service is to be available to every man, woman and child unconditionally. The services which the Minister of Health will be obliged to provide take four forms.

Firstly, personal advice and treatment by doctors and dentists chosen by the patient will be given at health centres, at homes, and at the doctor's own surgery. Doctors will be free to join the service or not, and if they do they will be still able to take private fees.

Secondly, all forms of general and specialist hospital care and treatment and advice is to be given at hospitals, institutions, clinics, health centres and the patient's home. All hospitals and consultant services are to be taken over by the state.

Thirdly, supplementary services are to be provided by the local authorities, including midwifery, maternity and child welfare, health visiting, home nursing, priority dental service for children and expectant and nursing mothers, domestic help where needed on health grounds, vaccination, immunization, ambulance services, additional special care and after-care in illness. Blood transfusion and pathological laboratory services will be on a national scale.

Fourthly, all necessary drugs, medicines, dentures, spectacles and other necessary appliances are to be provided at hospitals, health centres, clinics and drug stores.

There will be no fees or charges to patients, but certain additional amenities will be available on payment, such as additional privacy in hospitals (subject to the prior claims of those

for whom it is medically necessary). The service will not be conditional on insurance qualification, though part of the contributions under the National Insurance Scheme will be used together with taxes and local rates to finance the Service.

The Doctor's Position

The relationship between doctor and patient will not be changed, except that the doctors will be paid from public funds. The doctors will be employed by a local council, half the members of which will be doctors and pharmacists. They are to receive part salary, varying with local circumstances and the doctor's experience, and capitation fees varying with the number of their patients. The precise rates will be fixed in consultation with the medical profession, according to an independent report now being drawn up.

All doctors taking part in the new service will be in contact with the executive council for the area in which they practise. The executive council will be required to draw up and publish lists of all general practitioners who wish to participate. People will then choose their doctor and each doctor will have his own list of the people whom he has agreed to attend. There will be machinery for allocating among the doctors concerned such people as wish to take advantage of the service but have not chosen a doctor for themselves or have been refused by the doctor chosen by them.

A special tribunal is to be set up to investigate cases where it is claimed—either by the executive councils or otherwise—that the continued inclusion of any doctor, chemist, dentist, or optician in the lists drawn up by the executive councils would be prejudicial to the efficiency of the service. The tribunal will in each case include a member of the same profession as the person whose case is being investigated.

It is intended to adjust payments to encourage doctors to practise in the less attractive places. The distribution of doctors will be fixed by a mainly professional medical practices committee, which will be able to refuse consent to starting a practice on the grounds that there are already enough public service doctors in the place in question. Practices wholly or partly within the national service may not be sold and existing practitioners

will be compensated for loss of values. The total compensation figure agreed with the British Medical Association is sixty-six million pounds, though the Association has not committed itself to the policy of abolishing the sale of practices.

Health Centres

The chief feature of the new personal service will be health centres to be provided by the local authorities. As these are developed, local doctors will be able to use their facilities as they please if participating in the new service.

The object is that the health centre system, based on premises technically equipped and staffed at public cost, shall afford facilities both for the general medical and dental services and also for many of the special clinic services of the local health authorities, and sometimes also for out-post clinics of the hospital and specialist services. Besides forming a base for these services the centres will also be able to serve as bases for various activities in health education.

New Hospital Scheme

The chief difference between the Bill and the Coalition Plan is the transference to the Government of all hospitals, voluntary or public, in England and Wales. The endowments of the voluntary hospitals, however, will pass to a new hospital endowment fund. The Minister of Health will thus have the duty of providing hospital and consultant services of all kinds, including general and special hospitals, maternity accommodation, tuberculosis sanatoria, infectious diseases units, provision for the chronic sick, mental hospitals and mental deficiency institutions, accommodation for convalescents and medical rehabilitation and all forms of specialized treatment, such as orthopaedics, cancer, neuro-surgery, plastic-

surgery, paediatrics, gynaecology, and ear, nose and throat treatment.

These services, together with blood transfusions and pathological laboratories for the control of epidemics, are to be organized nationally but administered by regional hospital boards and local hospital management committees. The capital value of the new endowment fund will be apportioned among the regional boards. The boards may receive gifts or legacies and hold property on trust.

There will be sixteen or twenty of these boards, which will thus plan and operate a complete hospital and specialist service for areas much larger than the existing local Government divisions (cities, counties, towns, etc.). They will employ the hospital staffs. Specialists taking part in the service will be attached to the hospitals, but like the general practitioners will be able also to practise outside the service.

A new Central Health Services Council will advise the Minister of Health on the administration of the new Services. Its members will be doctors, dentists, nurses and other professional people and those experienced in hospital management and local Government.

Cost of Scheme

The cost of the scheme in the early years is estimated at £152,000,000 a year and, allowing for a contribution of £32,000,000 from the National Insurance Fund and for savings on present grants, the net annual additional Exchequer expenditure is estimated at £95,000,000. The Government will bear the full cost of the hospital and specialist services—estimated at £87,000,000—and of the family doctor, dentist, pharmaceutical services—estimated at £45,000,000—and will also pay about £6,000,000, or roughly half, of the cost of the services to be administered by the local health authorities.

British Family Allowances Regulations

REGULATIONS under the Family Allowances Act, 1945, of the United Kingdom (L.G. 1945, p. 812) explaining the qualifications required, how claims are to be made, and how disputes will be settled, were issued by the Minister of National Insurance on January 31, 1946.

Applications for allowances must be certified by some responsible person; a definition of "responsible person" is being prepared and it will be made as wide as possible to enable applicants to obtain certifying signatures quite

easily. Payments, beginning August 6, 1946, will be made through the Post Office weekly to an estimated 2,600,000 families representing 4,500,000 children. Tuesday will be the official pay-day but each week's money form will be valid for six months.

A family living in Great Britain will qualify for an allowance if the husband or wife, or claimant if the claim is not from a married couple, can show that he or she is a British subject born in the United Kingdom, or born outside but living in Great Britain for 12

months out of the preceding two years; or that he or she is an alien who has been living in Great Britain for three out of the preceding four years. Women who have lost their British nationality because of marriage to an alien will be considered as British subjects for purposes of the Act. Special treatment is also provided for British subjects born abroad, and for aliens who can show that they cannot meet the residence qualification because of war circumstances. Servicemen and merchant seamen, during their service, will be considered as living in Great Britain.

An allowance will be paid for a child until July 31 following his 16th birthday so long as he is under full-time instruction at school (the statutory school-leaving age is 14 at present and will be 15 after April 1, 1947) or so long as he is an apprentice. A school for the purpose of the Act includes any university, college or school within the meaning of the Education Acts.

Disputes about claims are to be handled by courts of referees to be appointed by the Lord Chancellor whose decisions will be final.

Organization of Foremen in the United States

A HISTORICAL review of the conditions that led to the formation of the Foremen's Association of America has been published in a recent issue of the United States Department of Labour's publication the *Monthly Labour Review*.

Foremen in mass-production industries in the United States such as automobiles, iron and steel, and rubber have been specifically excluded from production workers' unions although supervisory employees in the railway, maritime, printing and building industries have been organized for a long time, the study reports. It states that powers of foremen have been substantially curtailed whenever production workers acquired union agreements covering wages, hours, seniority, etc., and their rate of wages failed to keep pace with increases secured by production workers. A further discrepancy that was illuminated during the war was the inequity of the rate for overtime that was paid supervisory personnel. Foremen "were not protected by job security and when no longer needed as supervisors and returned to the production line, they found themselves far down on the seniority lists."

The first decision to organize was reached amongst a small group of foremen in one division of a Ford Motor Company factory in Detroit. It spread to other of the company's plants and to large industrial concerns in the area, culminating in the adoption of a constitution on November 2, 1941. The organization adopted the name Foremen's Association of America.

The union appointed a full-time president in July 1942 and other full-time officers early in 1943. It encountered numerous difficulties in gaining recognition from employers and the United States Labour Relations Board due primarily to the latter's indecision concerning the question of whether foremen were intrinsically agents of management.

However, membership grew from 350 in September 1941 to 28,240 in June 1945, with 281 chapters recorded. The Association admits foremen for any employer to its membership. Its constitution specifies that any employees "whose duties require the supervision of other employees, or who direct work, who may or may not supervise other employees" may become members of the Association after having been employed in such capacity for a period of not less than 30 days. Supervisory personnel who formulate managerial policy are specifically excluded from membership.

Rulings by the National Labour Relations Board have varied on the question of certifying organizations to represent foremen. The first case before the Board resulted in a ruling that foremen were employees within the meaning of the Wagner Act and in certification of a bargaining agent. On May 11, 1943 the Board in rendering a decision in the Maryland Drydock case, reversed its position and refused to order an election and dismissed the petition for certification. This position was subsequently modified in March, 1945, when the Board directed that an election be held among the Packard Motor Car Co. foremen. The Foremen's Association won the election but the company refused to bargain. The Board subsequently ordered the company to bargain with the Association at its plants in Detroit.

The Packard case, while it affirmed the right of separate foremen's unions to serve as collective bargaining agents, denied supervisory personnel representation by a union that also represented production workers.

However in March, 1946, the Board reversed this stand and ruled that foremen have the right to join and be represented by unions of rank-and-file production workers. This case involved coal mine foremen employed by the Jones and Laughlin Steel Corporation, Pittsburgh, and the United Mine Workers (AFL).

Legislative Proposals of Labour Organizations

DURING the past month the major Canadian labour organizations presented to the Dominion Government their programs of proposed labour legislation.

A delegation from the Trades and Labour Congress of Canada appeared before the Cabinet on April 4, and was received in the Railway Committee Room of the House of Commons by the following members of the Government: Rt. Hon. W. L. Mackenzie King, Prime Minister; Hon. Humphrey Mitchell, Minister of Labour; Hon. Ian MacKenzie, Minister of Veterans Affairs; Rt. Hon. J. L. Ilesley, Minister of Finance; Hon. C. D. Howe, Minister of Reconstruction and Supply; Hon. J. A. MacKinnon, Minister of Trade and Commerce; Hon. Colin Gibson, Minister of National Defence for Air; Hon. Alphonse Fournier, Minister of Public Works; Hon. Ernest Bertrand, Postmaster General; Hon. Brooke Claxton, Minister of National Health and Welfare; Hon. J. A. Glen, Minister of Mines and Resources; Hon. Joseph Jean, Solicitor General of Canada; Hon. Lionel Chevrier, Minister of Transport; Hon. Paul Martin, Secretary of State of Canada; Hon. Douglas Abbott, Minister of National Defence and Minister of National Defence for Naval Services; Hon. James J. McCann, Minister

of National Revenue; Hon. H. F. Bridges, Minister of Fisheries.

Another delegation from the Canadian Congress of Labour was received by the Government on April 5 with the same representation of the Cabinet present. This meeting also took place in the Railway Committee Room.

The chief officers of the Canadian and Catholic Confederation of Labour presented the memorandum of that organization on April 2. Receiving them in Room 268 of the House of Commons were the following members of the Government: Hon. Humphrey Mitchell, Minister of Labour; Rt. Hon. Louis S. St. Laurent, Minister of Justice; Hon. Douglas Abbott, Minister of National Defence; Hon. Paul Martin, Secretary of State; Hon. Joseph Jean, Solicitor-General; Hon. Lionel Chevrier, Minister of Transport; Hon. Alphonse Fournier, Minister of Public Works.

On April 9, the Dominion Joint Legislation Committee of the Railway Transportation Brotherhoods was received by the Prime Minister and several members of the Cabinet in the East Block office of the Prime Minister.

The following are summaries of the major legislative proposals contained in the Memoranda:

Trades and Labour Congress of Canada

THE memorandum read by Mr. Percy Bengough, President, expressed appreciation on behalf of the affiliates of the Trades and Labour Congress of Canada, for the opportunity of appearing before the Government of Canada under peace-time conditions.

It stated that experiences gained during the war have proved that Canada is in the "fortunate position of being able to grow and produce commodities far beyond the requirements of its own citizens. No sane person can be satisfied so long as there are people in this country who are unemployed and living under sub-standard conditions."

"We are convinced that if our Government and the people of Canada will exert the same ingenuity and dispatch to bring such conditions about as they did to win the war, then it will be possible to guarantee to every

Canadian, able and willing to work, an adequate income sufficient to provide a good home and comfortable living for himself and his family; that will free all from the fear of want for the whole of their lives, with efficient treatment during illness and full protection in old age."

Price Control

On the subject of price control the memorandum advocated the reconstitution of the Board administering such legislation to provide a tripartite representation of Government, labour and employers.

Wage Control

Referring to wage control, the brief stated: "While there is a growing resentment to wage controls and many requests for their complete

removal, we are still of the opinion that controls are necessary and cannot be operated without causing some dissatisfaction." It stated, however, that it did not agree that wages should be frozen to prevent inflation. "We desire that full recognition be given to the need for controlling other factors which often have a far greater bearing on the price of commodities, such as the operation of cartels, the purchasing of industries at enhanced prices, watered stock and stock manipulations, as well as poor management and excessive profits. We believe that far more attention should be paid to such factors which definitely affect commodity prices and the Government should not devote its whole activity to pegging wages at sub-standard levels in order to control prices."

"More recognition should be given to the fact that the machine is now doing the work. All of the people must participate in its benefits. They must have a buying power in balance with our modern productive ability if our economy is to successfully continue and employment is to be provided for our people."

With regard to War Labour Board authorizations, the memorandum further stated: "While the provisions authorizing a War Labour Board to approve an increase in wage rates only where a gross inequality or gross injustice existed has been repealed, the present provisions of Order in Council P.C. 348 restricts a War Labour Board to comparative rates within the same locality and the Board can only use comparable rates outside the locality if none exists in the locality. We submit that this provision definitely prohibits changes being made where most needed which is the rate of wages in low paid communities, which are a menace, not only to workers and employers outside of such low paid communities, but to our citizens generally."

In concluding this part of its brief the Trades and Labour Congress stated: "We are also strongly of the opinion that in instances in which employers and employees agree that wage increases are necessary and become part of a collective agreement, that the National or Regional Board should not be allowed to interfere."

Labour Relations Regulations

The 51 per cent of the total number of employees' votes necessary for certification, under the Wartime Labour Relations Regulations, P.C. 1003, was requested changed to 51 per cent of the votes cast, which the memorandum declared was, "the procedure followed in all democratic systems of elections."

The memorandum held that the clause in the Regulations excluding "persons employed in a confidential capacity", has been "distorted" and thousands of bona fide employees excluded from the benefits of this law. Correction of this condition was requested.

Section 20, Paragraph 1 of the Regulations, which reads, "no person shall, with a view to compelling or influencing a person to join a trade union or employees' organization, use coercion or intimidation of any kind, but this subsection shall not be construed to prohibit the inclusion of any provision in a collective agreement," was requested amended by adding "whereby all the employees of the employer or organization of employers shall be required to be members of a specified organization."

Other requested changes in the Regulations were:

That Sections 15 and 16 be amended to provide that changes to existing agreements may be made either by negotiations or through officers of the Department of Labour or a Board of Conciliation following the serving of notice to revise specified clauses rather than to involve termination of the entire agreement;

That the Order be amended to definitely prohibit company unions;

That its provisions be extended to include the employees of naval dockyards and similar Government services;

"We recommend a change in the Regulations whereby the union shall be recognized and certified as the bargaining agency instead of naming individuals."

Dominion-Provincial Conference

The Congress complimented the Government on its effort to establish labour and social laws on a uniform basis, which it felt presented the only basis for real progress. "We sincerely hope, as a result of the conferences of the Dominion and Provincial representatives, that the Dominion Government will be given full authority to enact a labour code giving all workers in Canada the right to organize and bargain collectively in its fullest sense; that a maximum forty hour work week be established without reduction in wages; that legislation be enacted guaranteeing to all employees at least two weeks' holidays with pay each year, in addition to all statutory holidays; that a minimum wage of 65 cents per hour, below which rate it shall be illegal for one to employ another, be established by law; that a decent aged citizen pension be

established, sufficient to guarantee a Canadian standard of living with all destitution tests eliminated and applicable to all on reaching the age of sixty years; that legislation be enacted making it illegal to employ children under sixteen years of age."

National Health Insurance

Enactment, at the present session of Parliament, of a national health insurance scheme was requested. The memorandum stated that, "such a scheme, framed in the best interests and available to all citizens, is long overdue."

National Housing Act

The Congress declared that, "a grave national emergency exists in the lack of housing available to families in low income categories. The situation is not being effectively met under the present legislation....."

It recommended that the National Housing Act be removed from the control of private banks and mortgage corporations and all loans should be made through a government agency, such as the Bank of Canada.

More attention, it felt, should be directed to the provision of rented shelter for low income groups.

Taxation

"We again request that the present exemption be raised to \$2,400 per year for married persons and \$1,000 per year for single persons."

Apprenticeship

The memorandum advocated the immediate institution of a nation-wide apprenticeship system and that an adequate living wage be provided for those who avail themselves of the opportunity. It suggested restrictions against the setting up of privately owned schools.

Shipping

On the subject of shipping, the memorandum contained proposals for the incorporation of various specific conventions and recommendations of the International Labour Office, into the Canada Shipping Act. They were as follows:—

- (a) Draft convention of hours of work and manning of ships.
- (b) Draft convention on individual liability of the ship owner in the case of sickness, injury or death of seamen.

- (c) Draft convention on sickness insurance for seamen.
- (d) Draft convention on minimum professional capacity for Masters and Watch-keeping Officers on Merchant Ships.
- (e) Draft convention on holidays with pay for seamen.
- (f) Draft convention on minimum age for admission to work at sea.
- (g) Draft recommendation applying the terms of the draft convention on hours and manning to ships not covered by the draft convention, e.g., coastal and inland water ships.
- (h) Draft recommendation on seamen's welfare in ports.

Railroad Retirement Act

On this matter, the memorandum observed: "We desire to bring to the attention of the Government the need for legislation similar to the American Railroad Retirement Act in order that the railroad workers of Canada may have the benefits of participating in a proper Superannuation Act. We believe that provisions should be embodied including decent pensions that will allow earlier retirement and so help to create employment and advancement for younger men."

Other Proposals

The memorandum contained certain other proposals some of which were as follows:

The long hours worked by both manipulative staffs and letter carriers in many localities in the Postal Services, should be adjusted.

Remedial adjustments should be made in the employment conditions of officials in the Immigration Service along with overtime pay for Sunday work and statutory holidays.

It should be made Government policy in placing contracts or orders for work that preference at all times be given to those employers who have labour agreements and those who employ union workers and observe union conditions.

In conclusion the Congress complimented the Government for its continued participation in the I.L.O.; for the assistance given to industrial research and for bringing those who were in the fire fighting services overseas under the War Service Gratuities Act.

The Congress also expressed appreciation for the co-operation received during the past year from the various departments of the Government.

Canadian Congress of Labour

THE brief of the Canadian Congress of Labour was read by Mr. Pat Conroy, Secretary-Treasurer.

At the outset, the brief expressed dissatisfaction with the Government's reconstruction planning. "It is evident," the brief alleged, "that no plans were made to permit an orderly transition from war to peace, apart from the disposal of industries which had been established by the Government, and which should have been retained for use in making civilian goods."

The Congress regretted that the Government had not adopted its proposals, made in other years, for the payment of dismissal pay for laid-off war-workers and for the establishment of tripartite industrial councils, and other measures for the planning of industry. "We have no alternative," the brief said, "but to feel that the Government is satisfied to let economic conditions drift from bad to worse, until another depression, probably on a wider scale and more disastrous than last, has occurred." The brief criticized "the admitted policy of the Government to abandon manufacturing plants erected at huge expense, or to dispose of them for nominal amounts to private industry, instead of operating them for the production of necessary consumer goods," and called for less reliance on private enterprise.

National Labour Code

The brief regretted that none of the amendments to the Wartime Labour Relations Regulations recommended by the Congress last year (L.G., May 1945, p.641) had been adopted. "The result has been that the National Wartime Labour Relations Board and the Regional Boards have operated under inadequate and restrictive regulations, and they have not been able to meet the justifiable requests of labour in many instances."

It urged the establishment, by agreement with the provinces or by an amendment to the British North America Act, of a national labour code to be effective for the post-war period.

Wage Policy

The amendment to the Wartime Wages Control Order made on January 31 was termed inadequate to meet the objections made by the Congress to the Order. The failure to consult labour prior to the appointment of a member of the National Board last October was also criticized.

The Congress asserted its belief that wage control was no longer necessary in Canada, and stated:—

During the war, employers who would otherwise have paid large amounts in excess profit taxes were willing in some cases to pay higher wages inasmuch as a large proportion of the increased wage-payment would be met out of excess profits, and they did not object to sharing excess profits to some extent with their employees. Conditions are now quite different, however, and it may properly be assumed that the opposition of employers to wage-increases will provide an adequate means of wage-control, and that wages may be left to the normal processes of collective bargaining.

The Congress further declared that it had adopted a wage policy calling for a general increase in wage-rates for the purpose of providing a higher standard of living.

It is felt that, in view of the advances in industrial production made during the war, it should now be possible to assure to every worker and his dependents economic security and an adequate income. The workers are obviously entitled to share in the benefits of new techniques of production, and they can do so only if their incomes are increased, while at the same time prices should be controlled to the extent necessary to prevent increases which would otherwise nullify higher wage-levels.

The Congress believes that, in order to provide employment for the increasing number of workers in the nation, it is essential that hours of labour be reduced to forty hours per week or less, without reduction in incomes. The tendency of modern industry is to make greater use of automatic machinery and labour-saving devices, with the result that productive activity requires less and less human energy. The only solution to the problem of unemployment caused thereby is the sharing of the available work among the available workers through a reduction of working hours.

During the war, the workers and the people of Canada accepted the constant and forceful admonitions of the Government with regard to the necessity of maintaining virtually absolute control over increases in wages, as a means of maintaining adequate control over prices. At the present time, however, we find that the Government is removing price-controls or establishing increased prices for a wide variety of products, and for such commodities as imported goods, while there has been no similar removal of controls with respect to wages.....

Prices

The Congress urged the maintenance of price control, the retention of subsidies on various necessities of life and agricultural products, and the appointment of a Bureau of Standards to ensure the protection of consumers against unfair practices, including the operation of sweat-shops, the payment of sub-standard wages, the degradation of quality, and the substitution of inferior materials in manufacturing.

With reference to the official cost-of-living index, the Congress declared that the cost of food bulked larger in the case of workers with low incomes than it did in the cost-of-living index. The index was termed "inadequate and misleading."

Housing

The brief urged that the Federal Government "assume responsibility for the provision of homes and the administration of adequate legislation to bring about a vast increase in the number of low-cost homes in Canada."

Labour Representation

Repeating the request made in previous years that labour be given "more adequate representation" on government bodies, the brief made specific reference to the appointment of the Canadian delegation to the American Regional Conference of the International Labour Organization at Mexico City. It protested that in spite of the stipulation in the I.L.O. constitution that workers' delegates and advisers are to be chosen in agreement with the industrial organizations which are most representative of the workers, the workers' delegate to the Mexico City Conference had been appointed without reference to the Canadian Congress of Labour, "a central labour body representing 300,000 workers."

The brief also declared that "only a token delegation" had been sent to this Conference, and urged that the Government "give the fullest support to the International Labour Organization by accepting its responsibility for the sending of adequate delegations to I.L.O. Conferences, and assisting the I.L.O. to carry on its highly important activities in the interests of labour."

Income Tax

Commending the Government for the reduction of income taxes, the Congress requested that consideration be given to the exemption from income taxes of all single persons earning incomes up to \$1,500 a year and of married persons up to \$2,000 per year.

"On the other hand", the brief continued, if no other means can be found by which to ensure full employment for the workers of Canada than the raising of large sums of money by taxation, the Congress believes that full employment is much more important than lower taxes. For example, it may be necessary to continue subsidies on agricultural and other products, to subsidize home-building, to produce goods under government auspices and sell them below the cost of production, and to carry on extensive public works programs, all of which would require heavy expenditures. As has been emphasized

repeatedly by the Congress, employment is Canada's basic problem, and the future of the nation depends on finding a solution for it.

Unemployment Insurance

In regard to unemployment insurance the brief recommended: provision of insurance to all workers, regardless of income; payment of benefit from the first day of unemployment and for the full period of unemployment; an increase in the amount of benefits; and the payment of benefits where loss of employment results from a labour dispute.

Veterans and Unemployment

The Congress was of the opinion that "while every consideration must be given to those who risked their lives in the service of their country on the war-fronts," no enduring benefits would be obtained if civilian workers were displaced from employment by veterans. The solution to the problem was said to be the provision of employment for every citizen able and willing to work.

Health

Dealing with the proposals for health insurance made by the Dominion to the Provinces, the Congress expressed doubts as to the adequacy of the health grants, and as to the equity of the distribution of funds between doctors and nurses. It further urged cash benefits to maintain income during interruption of earning power on account of illness; the integration of curative and preventive work, with the emphasis on prevention, by providing the necessary personnel to guarantee to everyone the maximum medical and dental benefits; large capital expenditures for new medical schools, urban and rural hospitals, sanatoriums and homes for incurables; and suitable representation of the general public on the administration boards.

Old Age Pensions

Welcoming the Government's proposals on old age pensions made to the Dominion-Provincial Conference, the Congress requested a further reduction to age 60 of the age of eligibility, without a means test.

World Federation of Trade Unions

The Congress expressed its support of the World Federation of Trade Unions, and its conviction that this body should have fuller representation at meetings of the United Nations Organization.

Conclusion

Referring to the singleness of purpose with which Canadians had given themselves to war tasks, the brief concluded as follows:

Canada's war-effort showed the people what could be done in solving problems of production and finance; it showed that obstacles could be overcome and industry be operated without the usual incentives of competition and profit; it showed that government could plan and organize industrial production, attaining higher efficiency than had been possible under peacetime conditions. Now the workers and the people of Canada want to know why the lessons learned during the war should not be applied during peacetime, and why a nation which could build ships and planes and tanks of vast and intricate design cannot build the simplest type of homes for workers and their families. They want to know why the bottlenecks which were eliminated in war-time production should be allowed now to hamper the production of consumer goods, the building of homes, and the provision of decent standards of living. In this Memorandum we have

endeavoured to provide an answer to some of these questions, and to show why Canada, a young and virile nation, should now be in the forefront of industrial and social progress, meeting the needs of its own people and making its full contribution toward the stabilization of world-peace.

The Congress recognizes that the reconversion of industry and its operation in such a manner as to utilize fully the human and natural resources of the nation for the attainment of the highest possible standards of living is not a matter which the Government can accomplish alone, but that it demands the fullest co-operation from every citizen. So far as the workers of Canada whom it represents are concerned, the Congress again offers its fullest co-operation with the Government in every honest effort which is made to increase the economic security and well-being of the Canadian people. In its criticism of Government policies, and action or lack of action, the Congress does not desire merely to find fault, but rather to make constructive suggestions which may lead to the improvement of social and economic conditions and a happier life for the workers and the people of Canada.

Canadian and Catholic Confederation of Labour

THE memorandum of the Canadian and Catholic Confederation of Labour, read by Mr. G. Picard, Secretary, opened by declaring that, "Canada is experiencing much difficulty during the transition from a wartime to a peacetime economy, and the situation is the cause of anxiety amongst working people in general." It suggested that the Federal Government redouble its efforts to rectify the situation.

The memorandum alleged that "the Federal Government's domestic and international policies are giving rise to considerable pointed questioning and occasioning anxieties which should be dissipated by the taking of necessary measures."

Income Tax

The Confederation's suggestions on the subject of income taxes were briefly as follows:

Abolition of the annual Income Tax forms for all individuals whose sole source of revenue is salaries and wages. ("Salaried persons and wage-earners will no longer be put to the trouble of making complicated annual returns and will have no supplementary payments to make if the total tax is collected at the source.")

Exemption of overtime pay from taxation. (This, it was felt, would provide a greater production incentive to employees); increase employer-profits by simplifying the task of making tax deductions at the source; and increase government revenue as a result. Continuing its observations, the brief stated:

The C.C.C.L. is not against Income Tax reductions in favour of corporations, ministers, and members of parliament, but it does consider that the working people ought to benefit from more substantial exemptions than those granted till now.

Thousands of workers whose earnings, due to the high cost of living and seasonal unemployment, are at best insufficient, pay the income tax and contribute towards the payment of other federal taxes as, for instance, (a) the federal sales tax; (b) the cigarette and tobacco tax; (c) the tax on cigarette papers and tubes; (d) the tax on sugar, etc., etc. And in addition there is their contribution to provincial, municipal and school taxes.

The C.C.C.L. is of the opinion that it is high time the present tax were modified and suggests, as explained above, complete exemption up to \$1,200 for unmarried persons and up to \$2,000 for married persons. . . .

Dominion-Provincial Conference

On the matter of Dominion-Provincial relations, the C.C.C.L. expressed itself, in part, as follows:—

In the vast field of social security there are subjects, such as social insurance, the minimum wage in industries of inter-provincial scope, the maximum of the working week, on which it is difficult to legislate satisfactorily, in the national interest, without some understanding reached beforehand between the interested governments. Such understandings could be integrated in concurrent legislation, contractual in character and conforming to the spirit of the constitution. . . .

Undoubtedly it is easier for a government to legislate when it holds exclusive jurisdiction over a given matter, but it is nonetheless

a fact that the higher interests of the nation might justify concurrent authority over the same matter. In such case, here in Canada, it is possible by means of conferences and resultant understandings to establish national norms and have them incorporated in the Statutes of the Dominion as well as in those of the Provinces. In that way we would obtain concurrent legislation of a contractual character, which would not be susceptible of either abrogation or modification, except with the consent of the interested parties. The C.C.C.L. holds that, by this means, the autonomy of the provinces will be respected and the menace of legislative unity avoided in the general interest.

International Cartels

The memorandum urged the Government to implement the recommendations set forth in the "highly important report on international cartels," tabled on November 8, 1945, by the Minister of Justice, with a view towards eradicating certain evils that this form of organization fostered.

Order in Council P.C. 9384

The Confederation expressed disapproval of the latest amendments proposed in respect to Order in Council 9384 controlling wages, which it claimed, contained "very strict instructions to the Labour Boards purposed to prevent any increasing of the present too-low wages while opening the door to reductions in basic pay rates everywhere that there are production systems in force based on industrial rationalization."

"This policy", it was stated, "seems all the more strange in that the government has by special decree (P.C. 9505), authorized considerable increases in salary to anyone whose rank is above that of foreman."

Unemployment Insurance and Employment Service

Referring to the operation of Unemployment Insurance and the Employment Service, the brief declared that "the Unemployment Insurance Commission is representative of neither the Government, the employers, nor the workers, nor sufficiently autonomous." Another criticism was expressed as follows:—

The employment services lead to confusion. There are those of the Department of Labour and others of the Unemployment Insurance Commission. The workers do not understand this state of things. The C.C.C.L. take this occasion to express approval of work available advertisements being published by the Employment Service, but it also submits that employers offering starvation wages ought not to be benefited by a Government service. Work available should be advertised only in those cases where fair wages are paid to the workers.

The C.C.C.L. also considered that benefits should be increased by 20 per cent "in proportion to the rise in living costs as given in official statistics."

The C.C.C.L. also drew attention to "the delays to which the unemployed are subjected before receiving their benefit payments—and the numerous trips they are called on to make in reporting periodically to the employment office. . . ."

Other Proposals

The memorandum contained certain other proposals, some of which were as follows:

That bilingualism and the representation of the French-Canadian element be taken into account when high officials are named to the Federal Department of Labour;

That the Federal Government should revive Part II of the National Housing Act, and effect changes therein to render its provisions more readily available to the wage-earners.

That old age pensions be raised to \$30 a month and that the age levels be reduced to 65 for men and 60 for women, according to a recommendation of the International Labour Organization. There should be no reduction made from pensions as long as the pensioner's annual income does not exceed \$365.

That a tribunal of equity be established to deal with disputes, between landlord and tenant arising out of the present decrees that are in force.

Post-War Program

The Confederation, in conjunction with the memorandum, presented the Cabinet with its post-war program for the ensuring of social harmony in Canada. The pamphlet formulates the recommendations of the C.C.C.L. in respect to post-war problems and other social matters.

Some of the proposals are summarized below:—

Industrial Democracy

Under the heading of "Industrial Democracy" the brief stated:

In order to achieve true democracy in the world of labour, industrial and commercial activity ought to be confided to professional organizations engendered by the trade unions but raised to the status of public corporations or guilds and vested, under State supervision, with regulatory and disciplinary powers in economic matters.

Price Control

The C.C.C.L. set forth its views on price control as follows:

Price control is proving itself ever more and more a measure necessary to the avoidance of the social disorders of inflation and deflation. During the war price control constituted a protection for the wage-earner and stemmed the tide of inflation which

might otherwise have inundated the country. The same control ought to be maintained after the war to ward off the evil effects of deflation. Inflation and deflation are ills which bear particularly on the wage-earning class. The C.C.C.L. holds that price control should be maintained in force for an indefinite period.

Fair Wages

In the matter of fair wages the C.C.C.L. considered that to achieve justice in this respect "the State, the trade unions and the employers' associations are the only properly qualified arbitrators of ways and means."

The C.C.C.L. also stated that "upon the State devolves the duty of ensuring to the mass of the families of our country a standard of living, based on the cost of living in the various economic regions. . . ."

Its policy was further set forth as follows:

Because they alone are competent, it rests with the professional organizations, whether of employers or employees or jointly, to establish by collective agreement wages commensurate with the economic value of the work done, which wages, tied in with the minimum wage schedule established and rendered obligatory by law, will represent full justice in the matter of compensation for effort in industry.

Lastly, seeing that the workers' family lives solely upon wages and that it has to fulfil its natural function twelve months in the year, it is a matter of prime importance to assure such family of the means of a stable revenue year after year by full employment.

Labour Organizations

The C.C.C.L. stated that "the civil responsibility of unions, the establishment of labour

courts before which industrial disputes may be brought, and the working out of a system of collective rights can alone lift out of the impassé into which it has sunk the problem of closed-shop as seen in the light of a union security measure."

On the matter of labour organizations and politics the C.C.C.L. expressed itself as follows:

It is contrary to the nature of labour organizations to take political action, either to found a party or to support one for the purpose of taking control of government. As a matter of fact the *raison-d'être* of labour organizations is to settle worker problems in collaboration with employers or employers' organizations. This does not prevent them, however, from prompting legislation and demanding to be consulted on problems which concern them, but it is not in their rôle to go into politics in the sense referred to above, nor is that idea in conformity with their natural functions.

Female Labour

Dealing with this subject the C.C.C.L. declared:

The C.C.C.L. holds it impossible to reconcile the presence of women in industry and commerce with the natural order of things. There is no doubt that social contingencies do at times call for modification of the above statement. Indeed, the C.C.C.L. understands that female labour cannot be prohibited. Women will always have quite easy access to certain lines of work or endeavour, and although female labour ought not to be accepted on a general scale it is out of the question to forbid widows, or young women who are the support of families, for instance, to go out to work for a living for themselves and their dependents.

Railway Transportation Brotherhoods

A BRIEF was presented by the Dominion Joint Legislative Committee of the Railway Transportation Brotherhoods embodying the studied opinions of the Committee on specific problems affecting railway workers in the performance of their duties, as well as a number of national problems of interest to all Canadians.

Railway Act Amendments

It was urged in the interests of safety and efficiency that sections of the Railway Act covering such technical matters as headway over cars, space above rails and standard vertical and side clearances, be revised, to bring them into line with the requirements of the larger dimension rolling-stock and other railway equipment now in general use. The

modifications while involving extensive and costly changes in the trackage and side and overhead clearances in railway yards, would, it was pointed out, provide a greater degree of safety for trainmen. The problem, it was claimed, was complicated by obsolete authority vested in the Board of Transport Commissioners with respect to these conditions.

It was, therefore, "strongly urged" that the appropriate sections of the Railway Act should be amended to provide:

(1) safe overhead and side clearances in railway yards appropriate to present and anticipated dimensions of rolling-stock.

(2) that any new construction, or arrangement of tracks or alteration of buildings, as of an early date, be made to conform with clearance standards prescribed in the suggested amendments;

(3) that parallel railway tracks be rearranged as soon as possible, as well as practicable alterations of structures; with special reference to general switching and terminal yards of railways, so as to provide safe clearances;

(4) that railwaymen be not required to ride on the tops or sides of rolling-stock in areas adjacent to any restricted clearances that it may be found impractical to remove.

Attention was also drawn to the danger of level crossings. It was suggested that the annual appropriation to the Railway Grade Crossing Fund "be increased from \$200,000 to at least \$1,000,000 and thus stimulate immediate action" in eliminating the most hazardous level crossings, to provide better protective measures for those where removal is not practicable at present, such as modern reflectorized signboards and the discontinuance of the "slow order" at level crossings where an accident had occurred.

The delegation urged further "that as far as may be practicable, customs duty and other tax imposed on materials and equipment imported for use in the construction of crossing protection devices and signals, be removed as early as possible, thus creating an incentive to a more speedy installation of much-needed protection and, at the same time, materially reducing the cost to smaller municipalities and to the railways."

Railway and Highway Competition

Reference was made by the delegation to former submissions to Dominion and Provincial governments in which the Associated Railway Brotherhoods had urged the "equitable regulation and orderly control of all forms of public carriers by the adoption of a National Transportation policy."

To confirm the soundness of these earlier submissions, the delegation made pointed reference to the findings of the Senate committee of inquiry of a few years ago on the "financial condition of the steam railways", and quoted extensively from Chapter II of the Report of the Royal Commission on Dominion-Provincial Relations, 1940, (Sirois) under the caption, "The Problem of Railway and Highway Competition."

For example, the Royal Commission stated that:

The present division of powers (between the Dominion and the provinces) may easily lead to chaos, unless the policies of the Dominion and the provinces can be co-ordinated. But, given a disposition on the part of the various governments to co-ordinate their controls over transportation and their financial aid, so as to leave to each type of

transport a chance to perform on remunerative terms those classes of service which it is best adapted to perform, the Canadian transportation problem may not be insoluble....

The delegation claimed that the experience with Dominion regulations gained during the wartime emergency, together with the present and anticipated volume of post-war traffic, "warrants early and continued co-operative effort, study and practical action in order to effect orderly uniform regulation of all forms of transport for hire...."

With this in view, the Federal Government was urged to constitute a Transport Planning Commission as early as possible to carry on "a continuous study of the ever-changing transport problem." Such study, it was claimed, would result in more effective regulation of the increasing number of competitive agencies in the transport field. It was suggested that the several interests concerned, including organized railway labour, be given representation on such a Commission.

International Highway Transport

The concessions granted United States highway transport agencies during the war which permitted the trucking of freight between points in the United States through Canada, in bond (P.C. 6129, July 16, 1942) "rapidly developed...exploitation of Canadian highways for commercial purposes by foreign interests", the delegation claimed. While it was understood that this concession was annulled December 31, 1945, concern was expressed at a recent announcement by the Prime Minister of the appointment of an International Committee "to facilitate border crossings of persons, goods and vehicles." The hope was expressed that "the Canadian representatives on that Committee will be directed to insure that there will be no reinstatement of the privileges granted under the Order-in-Council now terminated."

St. Lawrence Waterways Project

The delegation re-affirmed its opposition to the development of the St. Lawrence Waterways project, especially for transportation purposes.

Present transportation and power facilities were adequate to meet any anticipated needs and thus the plan could not be justified on grounds of economic or national necessity. Then, too, it was claimed that the project would affect labour conditions adversely, especially in the field of railway employment, and might even contribute to breaking down the railway transportation system. Finally the cost would be a heavy financial burden for the entire country.

Social Security

After commending the government for its studies and legislative enactments designed to improve the social security of less fortunate Canadian citizens, the delegation requested that in developing future plans, due protection be given to the equity in pension plans built up by railway employees over a period of several years.

Old Age Pensions

The delegation expressed a keen interest in the studies being made with a view to a revision of the Old Age Pension Act. The submission of the Brotherhoods to the Government ten years ago was quoted to urge (a) that at least 90 per cent of the total costs be paid by the Dominion Government and (b) that the age of qualification be reduced to 65 years.

The delegation was "strongly of the opinion" that "an early revision of the Act is long overdue and that such revision should include a substantial increase in the monthly payments to recipients"

Scientific Medical Research

The progress being made in the prevention and cure of cancer and tuberculosis by governments and professional interests was commended. It was urged that this work might be given even more effective co-operation by all competent authorities and that these be encouraged by the appropriation of such public funds "as may be warranted to facilitate all worthy efforts."

Post-War Adjustments

In the matter of public works to be undertaken as post-war measures, the delegation placed first the elimination of level crossings of railways with highways. Co-ordinated with this development, it was held that early legislative measures be enacted to bring up-to-date safety standards with respect to the increasing dimensions of railway equipment.

Income War Tax Act

While recognizing the need for sufficient revenue from taxation to meet all national obligations and at the same time prevent inflation, the delegation was of the opinion

that statutory tax exemptions should be allowed up to \$2,400 for married persons and \$1,200 for single persons per annum, with a further exemption of \$500 for each dependent of the tax payer.

Attention was directed to the position of railway employees who were paid on a mileage basis, and who are permitted to deduct from their income actual amounts paid by them for meals and lodgings while away from home. Objection was taken to the annual "inquisition" on the part of income tax inspectors "who demand proof almost to the last dollar claimed for expenses." It was urged that "since members of Parliament are allowed a fixed sum, ostensibly for expenses, . . . all railway employees who are subject to incur expenses away from home should be allowed either a fixed minimum or maximum deduction for away-from-home expenses, with the further proviso that if a fixed minimum is decided upon, and a deduction is claimed in excess thereof, proof of the expenditure must be submitted."

It was claimed that if tax exemptions were raised many older workers who are now fearful that if they retired, they would have insufficient means, would be encouraged to do so, thus making more positions available for returned men and other younger workers. The proposition was advanced that "fear of insecurity and the hoarding of money brings unemployment and depression. Optimism, faith in the future, and the reasonable spending of money creates employment and brings prosperity."

Canadian Broadcasting

The desirability of maintaining strict control and supervision of the Canadian Broadcasting Corporation by the Federal Government was urged as "a sound national policy." In the opinion of the delegation it "should be continued for the general welfare and advantage of Canada."

The following representatives of the Railway Brotherhoods comprised the delegation: A. J. Kelly, Brotherhood of Railroad Trainmen; William L. Best, C.B.E., Brotherhood of Locomotive Firemen and Enginemen; J. J. O'Grady, Brotherhood of Maintenance of Way Employees; W. H. Phillips, Order of Railroad Telegraphers; H. B. Chase, Brotherhood of Locomotive Engineers; J. L. D. Ives, Order of Railway Conductors.

Rehabilitation

Review of the First Session of the Parliamentary Committee on Veterans Affairs

THE Parliamentary Committee on Veterans Affairs, set up to review the legislation affecting Canada's war veterans and to draft bills to clarify, amend or supplement such legislation where necessary, began its meetings on October 9, 1945, with a roster of members that included six cabinet ministers, two holders of the Victoria Cross, and a host of other veterans who served in the Navy, Army and Air Force in the first and second Great Wars. They totalled sixty in all.

The Committee drafted and reported three bills to the House, which have become law. These bills included amendments to the War Services Grants Act, amendments to the Veterans' Land Act, and the consolidation and amendment of Orders in Council, already in effect, under an Act known as "The Veterans' Rehabilitation Act".

War Services Grants Act

The furthest reaching amendment of the Act gave wide power to a Board of Review to direct payment of gratuities and thus make re-establishment credits available to persons discharged for misconduct. This Board of Review is composed of representatives of the three Services and a representative from organized veterans. All "discharges-for-misconduct" cases will be referred to the Board, and the Act instructs the Board to consider "the nature and extent of the service rendered by the member of the Armed Forces and to investigate the circumstances under which the member was discharged". After such consideration, the Board is to award the benefits, if it is of the opinion that it would be inconsistent with "the true spirit and intent of the Act to deprive the member of its benefits".

In connection with the Re-establishment Credit regulations, the definition of the word "business" was broadened to include any trade, industry or profession a veteran might be entering. (Under the War Services Grants Act a veteran is allowed to use his credit for working capital for a "business", purchase of tools, instruments and equipment for "business", the outright purchase of a "business", etc.)

Other amendments to the War Services Grants Act included:—

(1) Inclusion of members of the Canadian Women's Army Corps for all benefits brought

into effect before they became incorporated as part of the Canadian Army;

(2) Calculation of the pay of rank on discharge to include trade or staff pay on the last posting before discharge in computing gratuity payments;

(3) Provision to pay gratuities to dependents or service estates of deceased veterans;

(4) Provision for veterans to retain their re-establishment credit if they borrow under Section 13 of the Veterans' Land Act against lands already owned;

(5) Provision that non-resident veterans of the Canadian Armed Forces may buy Veterans' Insurance Policies with their re-establishment credits;

(6) Provision for veterans who become Dominion Government employees to use their re-establishment credit for payment of arrears in superannuation dues;

(7) Reduction in the proportion of the purchase price of furniture and household equipment which must be paid by the veteran, from one-third to only one-tenth;

(8) Provision for payment of gratuities and credits to veterans on joining the permanent force; and permission to give the Minister of the Department of Veterans Affairs discretionary power to pay gratuities and credits in a lump sum to those veterans re-joining the interim force.

Veterans' Land Act

The amendment in the Veterans' Land Act authorized the Minister of the Department of Veterans Affairs, with the approval of the Governor in Council, to enter into agreements with the provinces for the settlement of veterans on provincial lands which they submit as being suitable for veterans' settlement.

The limit of assistance which may be granted is \$2,320. Veterans accepting assistance under this new amendment may not take advantage of other benefits of the Act, i.e., assistance to purchase a farm, holding or commercial fishing establishment, or assistance to pay off encumbrances on property owned by the veteran.

Another amendment recommended by the Committee is that benefits under the Veterans'

Land Act should be made available to the members of the House of Commons and the Senate who were on active service in the 1939 war.

The Veterans' Rehabilitation Act

The third bill drafted and reported to the House recommended legislation to consolidate and amend the Orders in Council dealing with Vocational and University Training, Out-of-Work Benefits, allowances for the temporarily incapacitated and those awaiting returns from a business, and other benefits. This bill was passed on the 18th December, 1945, and is cited as "The Veterans' Rehabilitation Act".

Two amendments were proposed by the Committee. The first of these permits payments of the cost of correspondence courses being taken by veterans under treatment in hospitals under authority of the Department of Veterans Affairs, with no charge being made against re-establishment credit. The second allows veterans attending universities to carry one "sup" or conditional examination a year, whereas they were formerly required to pass all examinations within one school year.

General Recommendations

In its final report to the House of Commons the Committee further recommended:

(1) That the Department of Public Works

be urged to allot proper office accommodation to provide for the needs of the Department of Veterans Affairs and the Department of Labour;

(2) That consideration be given by the Governor in Council to increase the rates payable under the Post-Discharge Re-establishment Order other than for training by at least \$10 per month.

These rates now stand at \$50 for single persons and \$70 for married persons, with allowances for dependents. It was further recommended that consideration also be given to increasing the rates for vocational and university training. At present these are \$60 and \$80, with allowances for dependents;

(3) That the Government give consideration to providing some measure of assistance other than that now provided by the War Services Grants Act, to provide loans to veterans who wish to engage in business.

The Committee was not able to cover more than a fraction of the legislation and Orders in Council, but it is expected that during its second series of sittings it will review the Pension Act, the War Veterans' Allowance Act, the subject of the War Auxiliary Services, and other items such as Civil Service Preferences, housing, employment, and Vocational and University Training Schemes.

Treatment of Disabled Persons at Rehabilitation Centre in Great Britain

ONE of the problems of disabled persons in the United Kingdom to-day is catered for at Egham Industrial Rehabilitation Centre. Though formally opened by Mr. Ernest Bevin on January 15, this centre has been in operation for nearly two years, and of the thousand men who have passed through since 1944, 95 per cent have returned to their former jobs or proceeded to other establishments for further industrial training.

This pioneer state effort is intended to re-equip mentally and physically men disabled in the Forces or industry, and does in fact fill the gap between the end of hospital treatment and complete fitness for work. The mental state of a disabled man with a dependent family needs sympathetic handling, and Egham provides conjointly a mental and physical toning-up process. The patient may feel himself a useless burden to others, unable to return to his old job, and too discouraged to start afresh. At Egham he gets remedial treatment in a physiotherapy room and gymnasium, realistic advice on his future career together with either a refresher course or the

government-training-scheme instruction for a new career. A pleasant country house, good food and garden produce, cheerful company, fresh air and exercise during the eight weeks' course give him time to pull himself together and take a fresh grip on the future. While at Egham, he receives free board and lodging and allowances, irrespective of any pension to which he is entitled.

The experience gained at this one experimental centre in nearly two years has convinced the various interests concerned—the Government, employers, trade unions, the medical profession and the men treated—that modern industrial conditions demand that severe disablement and convalescence must be followed by a revised and gradual approach to profitable and independent employment, and more such centres are contemplated.

In his speech opening the centre, Mr. Bevin said that since 1941, twenty thousand persons have gone through a course of one sort or another under Government training schemes and the whole field is now covered from hospital back to lucrative work.

Decisions of National War Labour Board

DURING the month of March the National War Labour Board issued decisions in the following cases:—

Various paper companies in Ontario, and International Brotherhood of Paper Makers and International Brotherhood of Pulp, Sulphite and Paper Mill Workers.

Canadian Industries Limited, Montreal, P.Q.

Imperial Optical Company, Limited, Toronto, Ont.

Odeon (Rialto) Limited and Odeon (Suburban) Theatres Limited, Edmonton, Alta.

Various hotels in Regina and Saskatoon, Sask., and Locals 329, Regina, and 725 and 742, Saskatoon Hotel and Restaurant Employees and Beverage Dispensers.

Keystone Shingles and Lumber Limited, New Westminster, B.C., and International Woodworkers of America, Local 1-357.

Keenan Woodenware Limited, Owen Sound, Ont., and National Union of Aircraft, Furniture Workers and Allied Crafts.

Massey-Harris Company, Limited, Toronto, Ont., and Local 439, U.A.W.-C.I.O.

Auto Specialties Manufacturing Company and United Automobile, Aircraft, Agricultural Implement Workers of America, Local 195, U.A.W.-C.I.O.

Electric Auto-Lite Limited, Sarnia, Ont., and Local 456, U.A.W.-C.I.O.

Dominion Bridge Company, Limited, and Riverside Iron Works Limited, Calgary, Alta., and International Union of Mine, Mill and Smelter Workers, Local No. 800.

Cranemobile Limited, Vancouver, B.C.

St. Lawrence Flour Mills Limited, and Flour Mills International Union Local 71.

Standard Brands Limited, Montreal, P.Q., and United Packinghouse Workers of America, Local 240.

Re: Abitibi Power and Paper Company, Limited, Sault St. Marie, Iroquois Falls, Smooth Rock Falls and Fort William, Thunder Bay Paper Company Limited, Port Arthur, Spruce Falls Power and Paper Company Limited, Kapuskasing, Provincial Paper Co., Limited, Port Arthur, Great Lakes Paper Company, Limited, Fort William, Ontario Paper Company, Limited, Thorold, Ontario-Minnesota Pulp and Paper Company, Limited, Kenora and Fort Frances, and International Brotherhood of Paper Makers and International Brotherhood of Pulp, Sulphite and Paper-Mill Workers

Reasons for Decision

The above-named Unions applied to the Regional War Labour Board for Ontario for a general increase of 3 cents an hour in the wage rates of all hourly-rated employees in the Companies' news-print mills located at or near the above-named places in Ontario. On December 1, 1945, the Regional Board directed the Companies to increase the wage rates of all the hourly-rated employees concerned except those being paid at the base rate in effect at each mill. The Regional Board provided that the increase should become effective in three stages, namely, 1 cent as of May 1, 1945, 1 cent as of November 1, 1945, and 1 cent on May 1, 1946.

The Unions now appeal and ask this Board to direct that the increase apply to the employees on the base rate as well as to other hourly-rated employees, and that the increase be paid in full from May 1, 1945. The Com-

panies opposed the Unions' application before the Regional Board but now concur in the major portion of the Unions' request.

We assume that the Regional Board found that the increase granted to employees other than the base rated was necessary to rectify a gross injustice or gross inequality. The material on the Regional Board file does not indicate that the injustice or inequality which the Regional Board sought to rectify, was founded upon the differentials then in effect between the rates for the lowest paid employees, who did not share in the increase, and the rates for the higher paid employees who received the increase. We must conclude that the increase was granted on some other basis. The effect of the Regional Board's decision is to disturb the previously established differentials. It is our view that the differentials in effect prior to the Regional Board's decision now under appeal should be restored.

The base rated employees are as much entitled to the wage increases in question as are the other hourly-rated employees.

It has not been the practice of the National War Labour Board to approve of wage increases on a step raise basis. However, we are aware of the Regional Board's reasons for the provision that the increase be put into effect in stages. The circumstances of this case make it appear that the Regional Board's decision was the most practical way of solving the problems involved. The Regional Board's reasons for the action taken need not be recited here. It is sufficient to say that the circumstances which influenced the Regional

Board in this connection have changed since December 1, 1945, the date of the decision under appeal. They have changed to the extent that the last step in the overall increase may be taken on January 1, 1946, instead of May 1, 1946.

The appeal is allowed to the extent that the base rated employees of the above-named Companies shall be entitled to receive the 3 cents increase in wage rates on the same basis as the other hourly-rated employees. Further, that the last 1 cent increase shall be paid from and after January 1, 1946. There will be a Finding and Direction accordingly.

March 4, 1946.

Re: Canadian Industries Limited, Montreal, P.Q.

Reasons for Decision

The Company applied to the Regional War Labour Board for Nova Scotia for permission to adjust the salary of its District Credit Manager in Nova Scotia. The Regional Board rejected the application on the ground that no gross injustice or inequality was shown to exist in the presently established salary rate of the employee in question. The Company asked the Regional Board for leave to appeal and the Regional Board declined to grant such leave.

To succeed in an application for leave to appeal or in an appeal from a Regional Board's

decision a party appellant must show this Board where or in what manner the Regional Board erred. It might be shown that the error, if any, resulted from the failure on the part of the Regional Board to properly understand the facts of the case. It might also be shown that the Regional Board erred in the application of the law to the facts. In this case the Company has failed to show any such error. We are, therefore, obliged to dismiss the application for leave to appeal.

There will be a Finding and Direction accordingly.

March 5, 1946

Re: Imperial Optical Company, Limited, Toronto, Ont.

Reasons for Decision

With leave of the Regional War Labour Board for Ontario the Company appeals from a decision of that Board dated November 26, 1945. In and by that decision the Regional Board directed the Company to establish certain occupational classifications, and to pay therefor the wage rates set forth opposite the named classifications in the schedule to that decision. In addition to the foregoing, the Company was ordered to pay overtime at time and one-half the regular rate for all hours worked in excess of 48 in any week, to pay a premium of 5 cents an hour to night shift workers and to establish a vacation-with-pay plan.

Prior to the Ontario Board decision the Company had thirteen occupational classifications in its establishment. The Ontario Board's decision establishes 73 classifications. Some question has arisen as to the propriety of establishing the additional classifications. However, the evidence appears to indicate that the Company, in its endeavour to properly evaluate the several operations in the plant proposed the different job titles and also provided job descriptions therefor.

The main issue in the appeal concerns wage rates which were fixed by the Regional Board. It is an issue which we have found extremely difficult to solve. An examination of the material on the Regional Board's file indicates that they too found much difficulty in producing what appeared to them to be a solution of the problems involved. At the time when the case was at issue before the Regional Board relations between management and the Union were somewhat strained. This may account for some of the difficulties encountered.

It appears to us that some of the rates established by the Regional Board for certain occupational classifications were founded upon the actual earnings rather than on the previously established basic hourly rates. The actual earnings per hour in many cases are higher than the basic hourly rates. This comes about from the fact that the Company has a production bonus system in effect for some of the operations.

The Company is engaged in the manufacture of lenses. It is not the only Company so engaged in Canada. The majority of the occupational titles set forth in the Regional Board's decision are known only to establishments producing lenses. There is one other

competitor producing lenses on a mass production basis. We think that the rates to be established for use in the Company's plant should bear some relation to the rates in effect in the plant of the Company's chief competitor in Canada. Such relationship has to a degree been a governing factor in our findings. Further, we have endeavoured to provide variation in rates to compensate for the variation in the skill required and the hazard undertaken in the various classifications. The revised rates will be as set forth in the schedule to be attached to this Board's formal Finding and Direction.

The Company objected to the action taken by the Regional Board in fixing rates for classifications in the Monostep, Bifocal, Precision, Prism Department. There seems to be some doubt as to the right of the Union to represent the employees in that Department. However, the Regional Board dealt with the rates and we can find no sufficient reason to delete the classifications from the schedule.

We see nothing wrong with the Regional Board's decision as it concerns overtime pro-

visions, night shift differentials and vacation-with-pay plan and we do not propose to disturb the directions made on such issues.

The appeal is allowed to the extent only that some of the wage rates fixed by the Regional Board will be varied. The Regional Board fixed April 6, 1945, as the effective date for the adjustments in wage rates and working conditions excepting for vacations with pay. This was the date of the Union's application to the Regional Board. As above stated, the Regional Board's decision was not issued until November 26, 1945. The time between the date of the application and of the Finding and Direction of the Regional Board was used to some considerable extent in the study of the rate structure by officers of the Regional Board. The officer's report is dated October 16, 1945. It seems fair and reasonable to us that except for vacations with pay, the effective date of the Regional Board's decision should be October 16, 1945.

There will be a Finding and Direction accordingly.

March 6, 1946

**Re: Odeon (Rialto) Limited and Odeon (Suburban) Theatres Limited,
Edmonton, Alta.**

Reasons for Decision

With leave of the Regional War Labour Board for Alberta the Companies appeal from two decisions of that Board. One decision approved an increase in the wage rate for the manager of the Avenue Theatre of Odeon Suburban Theatres Ltd. and the other an increase for the bookkeeper of Odeon Rialto Ltd. The effective date of each of the Regional Board's decisions is September 26, 1945.

It appears from the evidence that on May 3, 1943, the respective employers increased the wage rates for the said employees without first obtaining the approval of the Regional Board. The appellant employers asked this Board to vary the Regional Board's decisions so that they would have effect from the date of the unauthorized increases.

It is appropriate to point out that the Regional Board at the request of the employers, reviewed their decisions and on such review confirmed the same.

We have heard argument on appeal and have examined the submissions made to the Regional Board. The argument presented to us is substantially the same as the submissions made to the Regional Board.

Regional Boards are called upon to exercise a discretion when disposing of a request that its decision should have retrospective effect. There was nothing presented to us which would indicate any error on the part of the Regional Board in exercising its discretion as it did in the cases in question.

The appeal is therefore dismissed.

March 8, 1946.

Re: Drake Hotel, LaSalle Hotel, Champs Hotel, Alexandra Hotel, Empire Hotel, St. Regis Hotel, Grand Hotel, Wascana Hotel, Regina Hotel, Ritz Café, Metropole Hotel, Palmer Hotel, Avenue Luncheonette, and Canadian Café, Regina, Sask., King George Hotel, Senator Hotel, Saskatoon, Sask., and Locals 329, Regina and 725, 742, Saskatoon, Hotel and Restaurant Employees and Beverage Dispensers

Reasons for Decision

With leave of the Regional War Labour Board for Saskatchewan the Union appeals from decisions of that Board dated November 2 and 3, 1945. In and by those decisions the

Regional Board granted, in part, the Union's request for increases in wage rates. Some of the employers entered cross-appeals requesting this Board to set aside the Regional Board's decisions.

Able arguments were made on behalf of the employers and the Union, before this Board. However, those arguments and the briefs on appeal failed to indicate that the Regional Board in dealing with the cases did otherwise than proceed on proper principles with the full realization of the purposes and intent of Wartime Wages Control Order 1943. Both parties, however, objected to the use of the word "minimum" in referring to the bottoms of certain ranges of rates fixed for some occupational classifications. We think that there is considerable merit in the arguments advanced in support of the contention that definite amounts should be set forth to indicate what the "minimum" rate in each case should be.

We propose to fix a specific amount as the low of the range for each occupational classification in respect of which the Regional Board used the word "minimum" as designating such

low. An employee who has had less than two months' experience in that occupational classification may be paid wages at the lowest rate of the range established. When the employee has acquired two months' experience in the classification, he or she, as the case may be, shall be paid at a rate not less than the intermediate rate which will be set forth in this Board's Finding and Direction. Thereafter it will be a matter for the employer and employee concerned to agree upon the rate to be paid within the intermediate rate and top of the range. For the purpose of calculating the experience acquired by an employee in any occupational classification, account shall also be taken of the experience acquired by that employee in the same occupational classification while in the service of another employer.

On all other issues the appeal and the cross-appeals are dismissed.

March 8, 1946.

**Re: Keystone Shingles and Lumber Limited, New Westminster, B.C.,
and International Woodworkers of America, Local 1357**

Reasons for Decision

The Regional War Labour Board for British Columbia by its decision dated October 18, 1945, directed the Company to increase the wage rates for its employees in seven named occupational classifications. Later, the Company applied to the Regional Board for leave to appeal. The Regional Board declined to grant leave to appeal. The Company then applied to this Board for such leave.

This case was decided by the Regional Board at the time when the Wartime Wages Control Order, 1943, enabled a War Labour Board to authorize or direct increases in wage rates to the extent necessary to rectify a gross injustice or inequality. We assume that the Regional Board found that there was a gross injustice or inequality in each of the Company's previously established rates for the occupational classifications in question and that the amounts of the increases directed for the respective classifications were necessary

to rectify the injustice or inequality. We have stated on many occasions that we will not disturb a Regional Board decision in any case such as this unless it is shown to us that there was no gross injustice or inequality in previously established rates. A person seeking a reversal of such decision must assume and discharge the onus of showing that such injustice or inequality in question does not in fact exist. It is our view that the Company has not provided us with any sound reason why we should disturb the Regional Board's decision.

In its submissions before us the Company attempted to raise the plea of inability to pay. It was invited to provide us with evidence in support of that plea. This the Company declined to do.

In view of the foregoing we have no alternative but to dismiss the application for leave to appeal and there will be a Finding and Direction accordingly.

March 11, 1946

**Re: Keenan Woodenware Limited, Owen Sound, Ont., and National Union
of Aircraft, Furniture Workers and Allied Crafts**

Reasons for Decision

Upon the application of Local 5 of the National Union of Woodworkers, the Regional War Labour Board for Ontario on August 10, 1945, issued a Finding and Direction directing the Company to establish certain occupational classifications, and to pay certain rates therefor. The Regional Board also directed the Company to increase the rates for its piece work operations so that the current ob-

jective earnings would be increased by four cents per hour. Provision was also made for the payment of time and one-half for the regular rates of pay for all hours worked in excess of the Company's standard work day and work week.

With leave of the Regional Board the Company appealed to this Board. Arguments on the appeal were heard on December 5, 1945. On December 6, 1945, we issued an

interim decision holding that the Company's plea of financial inability to pay the increased rates was well founded. We also indicated that the withdrawal of certain subsidies had the effect of making the position of the Company more difficult. Moreover, it was shown that certain price increases authorized by the Wartime Prices and Trade Board to offset the loss sustained through the withdrawal of subsidy, failed to accomplish the purpose for which they were intended. Some of the Company's customers declined to buy the Company's products at the higher price and found it more expedient to obtain and use a substitute product.

During the course of the hearing it became evident to us that the employees did not have a clear understanding of the Company's piece work and stint systems. The lack of understanding caused considerable unrest among the employees. Accordingly we asked the Company and the Union to negotiate and endeavour to remove those sources of grievances which cause the unrest.

It should here be noted that since December 8, 1945, a change has been made in the bargaining representatives of the employees. The National Union of Aircraft, Furniture Workers and Allied Crafts now appears to represent the employees concerned.

The Union and the Company entered into negotiations as requested. The parties have agreed upon basic hourly rates for piece workers which rates are commensurate with piece work earnings. They have also agreed

to adopt standard working hours and have eliminated the "stint" and "contract" payment practices. A copy of the Company's proposed wage schedule, revised in accordance with the terms of settlement, has been filed with this Board and we are now asked to approve same.

We have examined the said proposed schedule, and the notes on working conditions which are appended to the schedule. The rates suggested for the several occupational classifications as the same are set forth in the proposed schedule are approved; as is also the memorandum concerning certain working conditions which affect wage rates. There will be a Finding and Direction revoking the decision of the Regional War Labour Board for Ontario from which this appeal was taken. Our Finding and Direction will have attached thereto the schedule of wage rates which, according to the understanding of the parties, will be written into or form part of the collective bargaining agreement between the parties. The Finding and Direction will also provide for the payment of punitive rates for overtime.

The Officers of the Company and the Union are to be commended for the results achieved by them through collective bargaining. We know that many difficulties were encountered during the course of the negotiations and we have no doubt but that those difficulties were overcome through a determination on both sides to be just and reasonable.

March 11, 1946.

**Re: Massey-Harris Company, Limited, Toronto, Ont.,
and Local 439, U.A.W.-C.I.O.**

Reasons for Decision

In this case the Union applied to the Regional War Labour Board for Ontario for an order directing the Company to revise and/or establish ranges of wage rates for the several occupational classifications in its King Street plant. The Regional Board, by its decision of November 15, 1945, rejected the application on the ground that the ranges in effect for those occupational classifications were adequate for all purposes. The Regional Board, in its decision, also expressed the view that adjustments of wage rates within the ranges already established were matters for collective bargaining.

With leave of the Regional Board, the Union now appeals from that decision.

The material and argument presented to us by the Union failed to indicate the existence of any gross injustice or gross inequality in the current rates or ranges of rates for the several classifications. However, in order that the matter might be dealt with on its merits, we conducted a survey of the wage rate struc-

ture of other plants which we consider comparable to that of the Company, and checked the results of that survey against the wage rate schedule in effect in the Company's said plant. We are now in a position to say that, for the most part, the conclusions reached by the Regional Board are correct. There are, however, five occupational classifications for which some adjustment in wage rates seems to be warranted. They are the occupational classifications of Elevator Operator, Inspector—Lumber, Sweeper, Stockkeeper and Trucker-Hand.

The range of rates for the occupational classification of "Tool Crib Attendant" appears to be excessively wide. From the information we have received, it would appear that the classification now includes three employees who should be designated as Truckers.

The appeal is allowed to the extent that we may issue a Finding and Direction giving effect to the conclusions we have reached as above stated.

March 13, 1946

Re: Auto Specialties Manufacturing Company and United Automobile Aircraft, Agricultural Implement Workers of America, Local 195, U.A.W.-C.I.O.

Reasons for Decision

This is an appeal by the Union from a decision of the Regional War Labour Board for Ontario dated August 17, 1945, leave to appeal having been granted by the Regional Board.

The Regional Board's decision was made upon a Union application for wage increases for the Company's employees in 12 occupational classifications. The effect of that decision was to dismiss the application, in so far as it concerned 11 such classifications and to direct a wage increase for employees in the other classification (die setter).

It is apparent that the Regional Board had before it substantially the same material as was filed with this Board. One of the items of that material is a table showing the wage rates which are paid by certain employers regarded by the employer as being comparable with it. The Union representatives say that when the case was before the Regional Board they were not afforded the opportunity of perusing the table for the purpose of satisfying themselves that the information therein contained is correct. It is not clear to us whether the Regional Board or the employer prepared the table. If the Regional Board prepared it for its own guidance that Board is not

obliged to disclose its contents to either party. If, on the other hand, the employer tendered the table as evidence its contents should have been shown to the Union.

Because of the aforementioned situation we have carefully checked the information contained in the table. That information is substantially correct. In any case where the wage rates shown on the table are not strictly correct the error is not, in our opinion, material. The Union filed a table showing the wage rates paid by a certain employer. The information contained in that table is also substantially correct.

The Regional Board found in respect of all classifications except the die setter that the requested increases were not warranted under Wartime Wages Control Order 1943. The appellant did not satisfy us that the Regional Board erred in its appreciation of the facts or of the application of the law to those facts. Moreover and following our own investigation into the matters involved in this appeal we have come to the conclusion that the Regional Board's decision should stand. The appeal is dismissed and there will be a Finding and Direction accordingly.

March 14, 1946

Re: Electric Auto-Lite Limited, Sarnia, Ont., and Local 456, U.A.W.-C.I.O.

Reasons for Decision

With leave of the Regional War Labour Board for Ontario the parties hereto join in an appeal from a decision of that Board dated November 28, 1945. By its said decision the Regional Board approved increases in wage rates for certain occupational classifications, but declined to authorize any change in the current wage rates for the occupational classifications of welder, plater, plater's helper, labourer and truck driver.

The employee now in the occupational classification of welder is improperly classified. From the job description prescribed for the welder it is apparent that the employee concerned must be capable of welding pressure vessels, as well as of performing other operations requiring a very high degree of skill. The title for this job should be "high pressure welder". In previous cases we have fixed rates

for jobs requiring the same duties and skills as those required of the employee concerned in this case and in those other cases we authorized the rate now requested by the appellants. We propose to approve the rate requested by the parties for the welder.

We are also satisfied that the appellants have shown that the plater and plater's helper are entitled to certain wage increases. We propose to approve an increase for the plater of 6 cents an hour and for the plater's helper of 3 cents an hour.

It is our view that no case has been made out in support of the application for increases for the occupational classifications of labourer and truck driver.

The appeal is allowed to the extent above indicated and there will be a Finding and Direction accordingly.

March 19, 1946.

Re: Dominion Bridge Company, Limited, and Riverside Iron Works Limited, Calgary, Alta., and International Union of Mine, Mill and Smelter Workers Local No. 800

Reasons for Judgment

On March 27, 1945, the Companies and the Union entered into a collective agreement which, amongst others, contained the following provision:—

3. Vacations

All employees covered by this agreement who have been continuously employed by the Company for a minimum of one year as at June 1, 1945, shall receive one week's vacation (comprised of five and one-half shifts of eight hours, totalling forty-four hours) with pay, during 1945, provided the Regional War Labour Board, acting upon the joint application of the Company and the Union, approves the same.

For reasons which need not here be recounted, the joint application contemplated in the collective agreement was not made to the Regional War Labour Board, being in this case the Alberta Board; instead the Union applied and the Companies entered a countersubmission. The Company took the position before the Regional Board that the details of the vacation plan were not as depicted by the Union.

The Regional Board issued its Finding and Direction in pursuance of the application. The Finding and Direction reads in part, as follows:

The Regional War Labour Board for Alberta does not approve of the suggested vacation-with-pay plan but directs the above-mentioned Companies to establish a Vacation-with-Pay Plan in accordance with the National War Labour Board's Decision Bulletin No. 17. A copy of D.B. 17 is enclosed herewith.

From that decision the Companies seek leave to appeal and appeal.

The Companies' officials seem to be under the impression that the Regional Board directed them to pay a vacation with pay equal to six days' pay. That is not our understanding of what the Regional Board directed, and, for that matter, it does not appear to be the understanding of the Union. A vacation-with-pay plan based on D.B. 17 requires an employer to calculate the amount of vacation pay according to the formula laid down in the governing part of Clause (b)

of that bulletin. The relevant words are:—
"A vacation with pay should not exceed the equivalent of one-half day for each 25 days of actual work, due allowance to be made for authorized leaves of absence because of sickness or other justified causes." The Companies' standard work week comprises 44 hours (5½ days). The employees could not by any method of calculation known to us, become entitled to more than 5½ days' normal earnings for vacation pay in any year. The "twenty-five days" mentioned in D.B. 17 refer to and mean 25 full days, in this case 25 days of eight hours each. The four hours worked on the sixth day should be regarded as a half day for the purpose of calculating vacation pay. The Regional Board's decision on this point is not in conflict with Section 3 of the Collective Agreement.

Paragraph (d) of D.B. 17 confers a certain entitlement upon an employee who, while having an unused period of vacation with pay standing to his credit, leaves the service of an employer. The Companies object to the conferring of such entitlement upon their Calgary employees because their employees in their Manitoba plants do not have the same rights or privileges. We do not regard this argument as being sufficient to justify our disturbing the Regional Board's decision on this point. To say that there should be uniformity in decisions by the several Regional Boards on issues such as those involved in this case is also to say that there should be uniformity in wage rates regardless of the localities in which establishments are located. While some people might be prepared to adopt the latter principle it should be realized that it would run counter to the purposes of Wartime Wages Control Order 1943, and therefore cannot be accepted and for the same reason the Companies' argument cannot be accepted.

We allow the application for leave to appeal so that we might express our views on the problems involved. We, however, dismiss the appeal, holding that the Regional Board's decision is in accordance with the purposes and provisions of Wartime Wages Control Order 1943.

March 18, 1946

Re: Cranemobile Limited, Vancouver, B.C.

Reasons for Decision

With leave of the Regional War Labour Board for British Columbia, the Company appeals from a decision of that Board, dated December 13, 1945.

A brief recital of the facts in this case will serve to place this appeal in its proper perspective. On July 10, 1945, the Company applied to the Regional Board for British Columbia for approval of the wage rates for certain occupational classifications established

by them on or about April 1, 1943. Crane-mobile Limited, it appears, was incorporated to handle certain production requirements of the Department of Munitions and Supply and the British Ministry of Supply. The management of the Company and its officers are the same as those of Mixermobile Limited, and both Companies are located on the same premises. Mixermobile Limited had previously applied to the Regional Board for establishment of its occupational classifications and wage rates and this was done. By reason of the fact that Cranemobile Limited was formed for the specific purpose, as aforesaid, and by reason of the fact that it appeared to the Regional Board valid and expedient to do so, the said Regional Board approved the occupational classifications established by the Company, effective as from April 1, 1943, or from the date of its incorporation. The Finding and Direction directing the Company to pay certain wage rates was issued by the Regional Board on October 24, 1945. The said Finding and Direction provided *inter alia* for the establishment of the following occupational classifications:—

Mechanics
Welder Mechanics.

Subsequently, on November 13, 1945, the Company again applied to the Regional Board and pointed out that they had described improperly their classifications, and stated that in addition to the occupational classification of "Mechanic", they also have the following occupational classifications:—

Mechanics, Assembly Line
Mechanic Improvers

for which classifications they requested authority to pay lower rates. The Company also requested authority for establishment of the occupational classification of "Mechanic Improver". The Company explained that the incorrect classification given to the Regional Board in the first place was occasioned by a mistake.

The Regional War Labour Board for British Columbia apparently recognized the distinction between these occupational classifications, and by Finding and Direction, dated December 13, 1945, approved these new occupational classifications and directed the employer to

pay certain wage rates in respect of the following occupations:

Mechanics, Assembly Line,
Mechanic Improvers.

The Regional Board declared its Finding and Direction to be effective as from November 13, 1945, and by a letter addressed to the Company on December 13, 1945, required the Company to pay as from July 10, 1945, until November 12, 1945, the Mechanic's rate to all of their Mechanics regardless of their grading. The Company now appeals to the National Board in respect of the effective date of the latter Finding and Direction.

A careful study of all relevant material in this case leads us to the conclusion that the Regional Board recognized certain of the occupational classifications as submitted by the Company in their application of July 10, 1945, to be erroneous. That Board corrected these errors by its Finding and Direction of October 24, 1945. The explanation offered by the Company at the time of their second application—that the new occupational classifications now requested were omitted due to a mistake—was apparently accepted by the Regional Board, and there resulted the Finding and Direction of December 13, 1945. Having accepted the Company's explanation, and there not appearing to be any evidence of lack of good faith on the part of the Company, it would appear that, in the circumstances, the two new occupational classifications should have been established by the Regional Board under the same pattern and with the same effective date as was set in the Finding and Direction of October 24, 1945. This procedure would be in accordance with Section 30 (2) of the Wartime Wages Control Order, 1943.

Consequently, it would appear to be fair and reasonable to make the effective date of the Finding and Direction of December 13, 1945, the same as the effective date of the Finding and Direction issued by the Regional Board on October 24, 1945, and the National War Labour Board so orders.

There will be a Finding and Direction accordingly.

March 19, 1946.

Re: St. Lawrence Flour Mills Limited, and Flour Mills International Union Local 71

Reasons for Decision

This is an appeal by the Company from a decision of the Regional War Labour Board for Quebec dated October 30, 1945. Leave to appeal was granted by the Regional Board.

Some months ago the Union applied to the Regional War Labour Board for Quebec for an order requiring the Company to increase wage rates, reduce its standard work week, increase the period of vacation with pay, and

to pay for six statutory holidays not worked. The Regional Board rejected the application on all counts excepting the last mentioned. The Regional Board *authorized* the Company to pay its hourly-rated employers represented by the Union, regular rates for six statutory holidays not worked.

The Union realizing that an authorization would not be implemented by the Company asked the Regional Board to *direct* the Company to pay for time not worked on the six said holidays. The Board directed as requested. Then the Company protested and claimed before the Regional Board that it was not the established practice in the industry in the locality where the Company's mill is situated, to pay for time not worked on those days. Thereupon the Regional Board revised its decision.

The revised decision, the subject of this appeal, authorizes the Company to pay for five statutory holidays not worked. For the sixth such holiday, namely Christmas Day, the Company was directed to pay for time not worked. Further the Regional Board ordered the Company to pay each employee concerned double his regular rate for work performed on any of the six days.

In developing this case the Regional Board ascertained what the prevailing practice is in respect of statutory holiday pay in the flour milling industry in the locality in question. Information on the point at issue is contained in the Regional Board's file. With much

respect, it is our view that the evidence adduced before the Regional Board and the information it acquired through investigation, does not support the decision under appeal.

The power to make a decision such as the one concerned in this appeal is found in Section 20 (1) (c)—(now (b))—of Wartime Wages Control Order 1943. Before a War Labour Board may authorize or direct an employer to alter a term of employment as in this case, the Board must find that the proposed change is fair and reasonable and is consistent with and will give effect to the purposes of the Order. One of the purposes of the Order is to maintain stability in the wage structure in Canada. To direct an employer to implement a term of employment which is not generally prevailing in the industry of which that employer forms a part would produce an unstable condition in so far as that term of employment is concerned. In the circumstances it would not be fair or reasonable to so direct.

However, the evidence supports the view that it would be fair and reasonable to require the Company to pay its employees who are represented by the Union, one and one-half times their regular rates, respectively, for work done on New Year's Day, Good Friday, Dominion Day, Labour Day, Christmas Day and St. Jean-Baptiste Day.

The appeal is allowed and there will be a Finding and Direction which will give effect to this decision.

March 27, 1946.

Re: Standard Brands Limited, Montreal, P.Q., and United Packinghouse Workers of America, Local 240

Reasons for Decision

The Company has applied to us for leave to appeal and appeal from a decision of the Regional War Labour Board for Quebec dated November 20, 1945. In and by that decision the Regional Board directed the Company to increase wage rates for some employees in the Company's tea and coffee packing plant at Ville LaSalle, Quebec.

In the preamble of the Regional Board's decision reference is made to a request for "an increase of 2 cents an hour for girls and 5 cents an hour for labourers (numbering approximately 6 or 7) these meaning an hourly rate of 46 cents an hour for employees working in the tea and coffee packing department, and 55 cents an hour for beginners and 57½ cents an hour after 6 months and 60 cents an hour after 12 months." The Regional Board then proceeded to direct the Company to pay those increases from April 9, 1945.

The Company applied to the Regional Board for leave to appeal and that Board declined to grant leave because it had not been shown that the Board had made any fundamental error in its appreciation of the facts or in the application of the law to those facts. These are good and sufficient reasons for denying leave to appeal.

The material before us falls far short of meeting the onus which is upon the Company at this stage of the proceedings and we are obliged to dismiss the application.

We are of the opinion, however, that the Regional Board should revise its decision and include in the operative part thereof a list of the occupational classifications to which the wage rate increases are intended to apply. The increased wage rates should also be set forth opposite those classifications.

March 28, 1946.

Industrial Disputes and Conciliation

Introduction

THE *Industrial Disputes and Conciliation* section contains monthly articles dealing with proceedings under the National Wartime Labour Relations Regulations and with proceedings under the Conciliation and Labour Act and other legislation.

Under the Wartime Labour Relations Regulations, P.C. 1003, the Government has extended its jurisdiction over employer-employee relations which are normally exclusively within the provincial field to the extent considered necessary to cover adequately employers and employees in industries "essential to the efficient prosecution of the war", but without attempting to include other industry which has not a direct bearing on war production. In so far as these latter industries are concerned, each province can make its own decision as to whether or not they shall be brought under the Regulations.

Agreements have been made under the Regulations between the Dominion and every

province except Alberta and Prince Edward Island providing for the setting up of provincial agencies for the administration of the Regulations.

The work of the Wartime Labour Relations Board (National) is here described in two separate articles. The first deals with applications made by unions for certification and their disposition by the Board; the second describes conciliation proceedings under the Regulations and includes the reports of Boards of Conciliation.

Conciliation proceedings are also carried on by the Industrial Relations Branch of the Department of Labour under the provisions of the Conciliation and Labour Act which empowers the Minister to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together, and to appoint a conciliator or an arbitrator when requested by the parties concerned; and under P.C. 4020.

Applications for Certification under the Wartime Labour Relations Regulations

THE Wartime Labour Relations Board (National) met for three days during the month of March. During the month the Board received eight applications, held six hearings, issued six certificates designating bargaining representatives, rejected one application and gave a decision in one appeal case.

Certificates Issued

Six applications for the certification of bargaining representatives were approved by the Board and certificates issued, as below:—

1. Messrs. T. F. Graham, K. Cockburn and R. W. Worraker and the *International Brotherhood of Electrical Workers, Regional Council No. 2*, for the road and terminal electricians and electrical helpers (Operating Department), employed by the *Canadian Pacific Railway Company* on each of the General Superintendent's Districts, namely, New Brunswick District, Quebec District, Ontario District, Algoma District, Manitoba District, Saskatchewan District, Alberta Dis-

trict and British Columbia District, and also for all electrical workers and electrical helpers employed at the Windsor Station, Montreal, P.Q.

Chief electricians and foreman electricians were excluded from the bargaining unit.*

2. Messrs. A. R. Mosher, J. E. McGuire, W. J. Smith, H. A. Chappell, R. Lapage, J. G. A. Tremblay, J. Hodgson and J. Moreux and Misses H. Pellerin and Desneiges Poudrier, and the *Canadian Brotherhood of Railway Employees and Other Transport Workers, Division 277*, for the employees of the *Canadian Pacific Railway Company*, employed at the *Chateau Frontenac, Quebec City, P.Q.* as follows: employees in the Service Department, excepting the service supervisor, head bell boys, night watchmen, relief watchman, house officer and check room attendant; employees in the Housekeeping Department, excepting the head housekeeper, first assistant housekeeper, assistant housekeepers, linen keeper, head houseman and

head night cleaner; employees in the Steward's Department, excepting the chief steward, assistant steward, kitchen steward, and the steward's relief clerk and stenographer clerk; employees in the Food Kitchen, excepting the chef, sous-chef and night chef; employees in the Dining Room Department, excepting the catering manager, maitre d'hotel, co-maitre d'hotel (head waiter), food checkers, and relief cashier and timekeeper; employees in the Terrace Café Department, excepting the head waitress and food checker; employees in the Porter's Department, excepting the head porter; employees in the Heat, Light and Power Department, excepting the chief engineer and second engineer; employees in the House Inspector and Maintenance Department, excepting the house inspector and the chief electrician; employees in the Laundry Department, excepting the superintendent and assistant superintendent; and excepting also all employees in the Manager's Office, Front Office, Telephone Department, Beverage Department, Accounting Department, Winter Sports Department, Printing Department and Billiards Department.*

3. Messrs. Thomas McGregor, S. H. Eighteen, F. H. Gillespie, W. J. Smith, W. H. Thompson, and J. F. Sheehen for clerks and stenographers employed in the *Passenger Traffic Department of the Canadian National Railways, Moncton, N.B.*

The chief clerk, passenger traffic representative and travelling passenger representative were excluded from the bargaining unit.*

4. Mr. John A. Holmes and Dr. Eugene Forsey and the *Canadian Radio Officers' Association, Pacific District, Local No. 4, and Atlantic District, Local No. 5, Canadian Section, Marine Department, American Communications Association*, for the radio officers employed on Dry Cargo Vessels operated from Canadian ports by the *Park Steamship Company, Limited, Montreal, P.Q.**

5. Messrs. H. B. Chase and J. B. Ward and the *Grand International Brotherhood of Locomotive Engineers* for the locomotive engineers handling steam or other classes of motive power while employed as such in Canada by the *Canadian Pacific Railway Company (including the Quebec Central Railway, subsidiary), Montreal, P.Q.***

6. Messrs. H. B. Chase, A. E. Evans, A. M. Brisbin and U. W. Carpenter and the *Grand International Brotherhood of Locomotive Engineers* for the locomotive engineers handling steam or other classes of motive power while employed as such in Canada by the *Canadian National Railways, Montreal, P.Q.***

Application for Certification Rejected

International Brotherhood of Electrical Workers, Local 1446, and Canadian Broadcasting Corporation, Toronto, Ontario (L.G., Dec., 1945, p. 1789). At the hearing on the application before the Board, it was disclosed that the employees involved in the application were but a small proportion of the 190 radio broadcasting technicians employed by the Corporation at its 22 offices throughout Canada.

In view of the fact that the Broadcasting Corporation is engaged in the business of communication and its radio broadcasting technicians work together on the same broadcast although their duties are performed at points some distance apart, the Board rejected the application on the ground that the proposed bargaining unit was not appropriate.

Applications under Investigation

1. *Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees* on behalf of assistant chief clerk, stenographer, clerk stenographers, maintenance-of-way clerk and clerks employed in the Superintendent's office of the *Canadian Pacific Railway Company, Regina, Saskatchewan.*

2. *International Brotherhood of Electrical Workers, Local Union, N.B. 1481*, for lineman superintendent, linemen, operators, electricians, improvers, helpers, groundmen and metermen employed by the *Pembroke Electric Light Company, Pembroke, Ontario.*

3. *Canadian Seamen's Union, Pacific Coast District* on behalf of the unlicensed crew members in deck, engine room and steward's department of vessels of Canadian registry operated by the *Seaboard Shipping Company Limited, Vancouver, B.C.*

4. *Canadian Seamen's Union, Pacific Coast District* on behalf of the unlicensed crew members in deck, engine room and steward's department of vessels of Canadian registry operated by the *Canadian Transport Company, Limited, Vancouver, B.C.*

5. *Canadian Seamen's Union, Pacific Coast District* on behalf of the unlicensed crew members in deck, engine room and steward's department of vessels of Canadian registry operated by the *Canadian-Australasian Line Limited, Vancouver, B.C.*

6. *Canadian Seamen's Union, Pacific Coast District* on behalf of the unlicensed crew members in deck, engine room and steward's department of vessels of Canadian registry operated by *B. L. Johnson Walton Steamships, Limited, Vancouver, B.C.*

* Following investigation of the application.

** Following investigation of the application and a public hearing.

7. *Canadian Seamen's Union, Pacific Coast District* on behalf of the unlicensed crew members in deck, engine room and steward's department of vessels of Canadian registry operated by *Western Canadian Steamship Company, Vancouver, B.C.*

8. *International Union of Operating Engineers, Local 865* on behalf of shift engineers employed in the boiler room of the *Prince Arthur Hotel, Canadian National Railways, Port Arthur, Ontario.*

Decisions of Board in Appeal Cases

On March 5, the Board heard argument on the appeal of the Independent Canadian Mineworkers Union from a decision of the Ontario Labour Relations Board dismissing

the Union's application for certification of bargaining representatives of employees of Lakeshore Mines Limited, Kirkland Lake, Ontario, and its request that a vote be directed. Following a hearing, the Board expressed the opinion that the petition had been properly rejected by the Ontario Board when it was disclosed on investigation that the appellant did not have in membership a majority of the employees affected as required by Section 5 (2) of the Wartime Labour Relations Regulations, P.C. 1003, and in view of the appellant's failure to establish a prima facie case. Therefore, leave to appeal was granted but the appeal was dismissed.

The formal text of the Board's Reasons for Judgment is given below.

Between Independent Canadian Mine Workers' Union Petitioner Appellant and Lake Shore Mines Limited, Kirkland Lake, Ont., Respondent and International Union of Mine, Mill and Smelter Workers, Local 240 Intervener Respondent

The Board consisted of the Vice-Chairman and Messrs. Best, Complin, D'Aoust, Deschamps, Hills, Mosher and Taylor.

Reasons for Judgment

The appellant asks leave to appeal and appeals from the decision of the Ontario Labour Relations Board dismissing its application for certification of bargaining representatives of employees of Lake Shore Mines Limited and asks that a vote be directed.

The intervener union, which had been certified previously as the bargaining representative of the employees by the Ontario Labour Court in 1944, intervened in the proceedings to ask for a further certification. When it became apparent that the appellant's application for certification would fail and in view of the negotiation of a new agreement by the intervener with the company, the intervener with the consent of the Ontario Board withdrew this request for further certification.

The appellant urged before this Board that a vote should have been directed to determine the bargaining representative; that the intervener should not have been permitted to withdraw its petition and further objected to the provisions of the judgment relating to the validity of the renewal of the agreement entered into between the intervener and the company.

The Ontario Board found that the appellant did not have a majority membership of employees among the bargaining unit as required by Section 5 (2) of the Regulations and, in view of the appellant's failure to establish a prima facie case, dismissed the application. This Board is of the opinion that the petition was properly dismissed on this ground. It was within the discretion of the Ontario Board to permit the intervener to withdraw its petition in the circumstances.

With the failure of the appellant's petition for certification, the authority of the present bargaining representatives to negotiate a new agreement was not thereafter an issue in the proceedings.

Leave to appeal is granted but the appeal is dismissed.

(Sgd.) A. H. BROWN,
Vice-Chairman for the Board.

E. SMITH, Esq.,
T. CANE, Esq.,
for Petitioner Appellant.

J. ELDON, Esq.,
T. F. McGUIRE, Esq.,
for Intervener Respondent.

Dated at Ottawa, March 5, 1946.

Between the British Rubber Company of Canada, Ltd., Montreal, Appellant and Rubber Workers Federal Union (T. & L. C.) (Petitioner) Respondent

The Board consisted of the Vice-Chairman and Messrs. Best, Complin, D'Aoust, Deschamps, Hills, Mosher, Picard and Taylor.

Reasons for Judgment

The judgment of the Board was delivered by the Vice-Chairman.

This is an appeal from a decision of the Quebec Wartime Labour Relations Board certifying bargaining representatives for employees of the British Rubber Company of Canada, Limited, on the application of the respondent union. The appellant contends that the Board lacks jurisdiction to certify bargaining representatives as the employer and employees are not subject to the provisions of the Wartime Labour Relations Regulations. The appellant further contends that in any event a vote of employees in the bargaining unit should have been ordered by the Board prior to final decision as to certification.

The decision as to the jurisdiction of the Quebec Board turns on the question of whether the employees are employed upon a work, undertaking or business described in Schedule A to the Regulations. The appellant submits that throughout the past four years only a small percentage of its products and sales have gone to fill war contracts and that since September, 1945, it has had no contracts to fill for war purposes. It is contended, therefore, that following the decision of this Board in the Plastic & Linoleum Workers and Dominion Oilcloth case (D.L.S. 7-509), and the Canadian Marconi case (D.L.S. 7-577), the appellant's enterprise not being wholly devoted to production for war purposes is not subject to the provisions of the Wartime Labour Relations Regulations.

While certain sections of Schedule A to the Regulations provide that the work, undertaking or business described therein shall be one engaged in producing or manufacturing for war purposes, as for example section 8—"A work, undertaking or business engaged in manufacturing chemicals for war purposes", other sections thereof do not so specify. For example, section 7 of Schedule A reads—"7. A work, undertaking or business engaged in producing or processing natural or synthetic rubber." Consequently if a business is one "engaged in producing or processing natural or synthetic rubber" it is deemed for the purpose of the Regulations to be essential to the prosecution of the War and subject to the provisions of the Regulations without regard

to the extent to which its production is devoted to fill war contracts. The fact that the whole production of such a business may be disposed of to fill civilian contracts or for civilian requirements does not affect its status as a business falling within the provisions of the Regulations. The evident intent was to bring within the Regulations all employers and employees in such industry.

Moreover, while The National Emergency Transitional Powers Act, 1945, provides that for the purposes of the War Measures Act the War shall be deemed to no longer exist, it is further provided therein that the Governor in Council may continue orders and regulations lawfully made under the War Measures Act in full force and effect. The National Emergency Transitional Powers Act, 1945, does not in our opinion expressly provide that the War is terminated for all purposes and evidently contemplates that the national emergency arising out of the War referred to therein comprises the period of the remainder of the War and the period of transition from war-time to peace-time conditions. The Regulations are continued in effect in virtue of Order-in-Council P.C. 7414 of December 28, 1945, made under section 5 of The National Emergency Transitional Powers Act, 1945.

The appellant further contends that only a small percentage of its employees are engaged in the processing or treatment of rubber, the balance being engaged in the application of the treated or processed rubber to fabric in the production of rubber footwear and other rubber supplies. In the opinion of the Board, the operations carried on by the Company from the initial treatment of the rubber to and including the application thereof to fabric in the production of the goods produced by the Company are indivisible and constitute a rubber processing operation and therefore being the Company's operations within the provisions of Schedule A as an undertaking or business engaged in the processing of rubber.

The contention that the Quebec Board should have ordered a vote of employees before deciding to certify was not seriously pressed before this Board. There was evidence before the Quebec Board to the effect that the majority of employees in the bargaining unit were members of the respondent union and in these circumstances it was within the authority of that Board in the exercise of its discretion to certify without a vote having been taken. In the circumstances, we see no

good ground for interference with this decision.

The appeal is accordingly dismissed.

(Sgd.) A. H. BROWN,

Vice-Chairman

for the Majority of the Board

I dissent:

(Sgd.) A. J. HILLS

J. F. CHISHOLM, Esq., K.C.,

for Appellant.

G. M. DESAULNIERS, Esq.,

for (Petitioner) Respondent.

Dated at Ottawa, April 2, 1946.

Between: International Brotherhood of Electrical Workers Local B-1038 (Petitioner) Appellant and The New Brunswick Electric Power Commission, Respondent.

The Board consisted of the Vice-Chairman and all members of the Board other than the Chairman.

Reasons for Judgment

The judgment of the Board was delivered by the Vice-Chairman.

This is an appeal from a decision of the New Brunswick Labour Relations Board rejecting an application for certification of bargaining representatives of employees of the New Brunswick Electric Power Commission on the ground that the Commission is not an employer within the meaning of the Wartime Labour Relations Regulations, Order in Council P.C. 1003 of February 17, 1944, nor the persons employed by it employees within the meaning thereof.

In P.C. 1003 the term "employer" is defined as follows:—

2. (1) (g) "employer" means a person employing more than one employee and includes

(i) the National Harbours Board; and

(ii) any other body incorporated to act as an agent of His Majesty in right of Canada except any such body whose employees are entitled to a cost-of-living bonus under the order made by the Governor in Council on the twenty-sixth day of August, nineteen hundred and forty-one, for the payment of a cost-of-living bonus to employees of the Government of Canada (P.C. 6702) as amended;

but does not include His Majesty or any person or corporation acting on behalf or as an agent of His Majesty except as hereinbefore expressly provided:

It will be observed that under the foregoing definition His Majesty or any person or corporation acting for or on behalf of or as an agent of His Majesty, is expressly excluded as an employer under the Regulations apart from corporate bodies incorporated to act as an agent of His Majesty in right of Canada and which are dealt with separately in the definition. This exclusion extends to His Majesty in right of the province and corporations acting for or on behalf of or as an agent of the Crown in right of the province as well as to His Majesty in right of Canada.

The Province of New Brunswick has pursuant to section 3 (1) (c) of the Wartime Labour Relations Regulations enacted legislation applying those regulations to employees and their employers who are ordinarily within the exclusive jurisdiction of the province, but has not in such legislation applied the regulations to the Crown in right of the province.

If, therefore, the New Brunswick Electric Power Commission is a corporation acting for or on behalf of or as an agent of His Majesty in right of the province, the provisions of the Regulations do not apply to the Commission nor to its employees.

In order to determine the status of the Commission, it is necessary to look at the provisions of the special act of the New Brunswick legislature under which the Commission was created and operates and which is now contained in ch. 24, R.S.N.B. 1927, and to consider the extent and nature of the authority and discretion vested in the Commission.

Under this Act:—

- (1) The Commission is appointed by the Governor in Council and members of the Commission may include two members of the Executive Council and salaries of the members of the Commission are fixed by the Governor in Council (secs. 3 and 6).
- (2) The Commission appoints its staff at salaries fixed by the Commission, subject to the approval of the Governor in Council (sec. 7).
- (3) The Governor in Council, upon the report of the Commission recommending same, may authorize the Commission to "(a) construct works; (b) acquire coal and land, etc.; (c) acquire water privileges; (d) construct machinery; (e) make contracts; (f) provide water storage; (g) take lands with or without the consent of the owner; (h) obtain works for the generation, transmission, distribution and use of electrical energy of any person, firm or corporation on such terms as the Commission may arrange with the owner, etc." (sec. 9).

Thus in undertaking any of the essential projects for which it was evidently created,

the Commission may do so only upon the express authorization of the Governor in Council.

The notable exceptions where discretion and authority is vested in the Commission without approval of the Governor in Council are to dispose of land previously acquired and found necessary to its business (sec. 12), to fix prices at which electric power or energy supplied by the Commission may be sold by a municipality (sec. 55), and to acquire and use for the purposes of the Commission, property and rights outside the province.

The provisions of the Act relating to the finances of the corporation are significant in considering the point at issue. The relevant sections of the Act are summarized in the judgment of the New Brunswick Labour Relations Board as follows:—

Section 14 (1)—The income of the Commission shall be applied to defray its operating expenses, for preservation, renewal and repair of its works, and the salaries of its members and employees.

(2)—All funds, including borrowings, income and revenue shall form one fund out of which the Commission shall make all expenditures necessary for the purpose of the Act. The Commission shall account therefor in its annual report.

Section 15—The Commission may retain and set out of money sums to provide for renewals of work, for interest upon working capital and to meet obligations, charges, salaries and for unforeseen expenditures. Any surplus remaining in the hands of the Commission shall be appropriated to such purposes as the Governor in Council may from time to time direct, and generally to maintain such reserve, depreciation and surplus accounts as should be maintained, by a properly managed public utility. The Commission may invest any funds not immediately required in Dominion of Canada or Provincial bonds or guaranteed securities.

The Commission shall annually pay to the Provincial Treasurer to establish a sinking fund account a sum sufficient to pay within a period not exceeding forty years from the date of the advance all monies heretofore or hereafter to be advanced by the Province.

Section 16—The Commission shall make to the Governor in Council an annual report.

Section 17—The accounts of the Commission shall at least every year be audited by the Comptroller General or by some other auditor appointed by the Governor in Council.

Section 18—When required by the Governor in Council, the Commission shall make investigations and collect and record data concerning the power industry.

Section 19—The Governor in Council may raise by way of loan, such sums as are deemed necessary for the purposes of the Chapter, not however to exceed \$12,800,000.00 and pay the same over to the Commission who shall account therefor.

Section 20—The Commission may borrow money for temporary purposes.

Section 21—When the legislature appropriates money for the purposes of the Commission, such money shall be payable to the

Commission under the order of the Governor in Council, from time to time on the requisition of the Commission.

Section 23—The Governor in Council may guarantee the repayment of the advances made by banks or other indebtedness incurred by the Commission.

Section 24—The Commission shall pay to the Provincial Treasurer at least annually such interest on the indebtedness of the Commission to the Province for money advanced to the Commission by the Province as may be from time to time, sufficient to reimburse the Province the full amount of interest paid by the Province on monies raised for the purposes of the Commission and all charges incurred by the Commission in providing such money.

It will be observed that the Commission's borrowing powers are limited to temporary financing, that the Governor in Council may guarantee its bank indebtedness, that other financing required is provided by or through the Government and that the surplus funds remaining after provision for current operations are appropriated as the Governor in Council directs.

It is of interest to note the view expressed in the decision of the Privy Council in the case of Inglewood Pulp and Paper Co. Ltd., v. New Brunswick Electric Power Commission (1928) A.C. 422, by Lord Warrington at page 493, in reference to this same Commission. "The respondents are virtually a department of the Province of New Brunswick and were incorporated by the Act referred to for the purpose of constructing, maintaining and operating works, machinery and plant for generating electric energy from (among other things) water power and for transmitting same."

In view of the wide extent and the nature of the controls vested in and exercised by the Governor in Council over the operations and activities of the Commission and the correspondingly limited discretion vested in the Commission in its operations, this Board is of opinion that the Commission was created to act as the servant or agent of the Crown in right of the province for the operation of the works and projects authorized by the Act, and so hold.

The appeal is therefore dismissed.

(Sgd.) A. H. BROWN

Vice-Chairman

For the Majority of the Board.

We dissent:

(Sgd.) A. R. MOSHER

(Sgd.) W. L. BEST

Senator A. W. ROEBUCK, K.C.,
for (Petitioner) Appellant

Mr. J. P. D. LEWIN, K.C.,
for Respondent

Dated at Ottawa, April 2, 1946.

Between: Local Union N.B., 1446, International Brotherhood of Electrical Workers, Applicant, and Canadian Broadcasting Corporation, Respondent, and Staff Councils, Intervener Respondent.

The Board consisted of the Chairman, Messrs. Best, Deschamps, D'Aoust, Complin, Hills, Mosher, Picard and Taylor.

Reasons for Judgment

This is an application by the union for the certification of bargaining representatives appointed by it for some 47 "radio broadcast technicians" employed by the Corporation at its Toronto offices. The chief question at issue is whether these employees constitute an appropriate bargaining unit. The Corporation contends that as it is a national undertaking the employees involved in the application are only a small proportion of the 190 radio broadcast technicians employed at its 22 offices throughout Canada and that certification should only be granted to bargaining representatives appointed by an organization representing a majority of the radio broadcast technicians of the Company throughout Canada.

A majority of the Board finds that the proposed bargaining unit is not appropriate.

The Canadian Broadcasting Corporation is

engaged in the business of communication and its radio broadcast technicians work together on the same broadcast, although their duties are performed at points which are hundreds of miles apart.

Accordingly, the application is refused.

(Sgd.) A. H. BROWN,
Vice-Chairman,

for the Majority of the Board.

We dissent:

(Sgd.) J. A. D'AOUST.

GERARD PICARD.

WM. L. BEST.

Senator A. W. ROEBUCK, K.C.

J. B. COCHRANE, Esq.

for Applicant.

J. W. PICKUP, Esq., K.C.

R. P. LANDRY, Esq.

N. R. OLDING, Esq.

for Respondent.

C. R. DELAFIELD, Esq.

J. P. MASSE, Esq.

for Intervener Respondent.

Dated at Ottawa, March 5, 1946.

Conciliation Proceedings under the Wartime Labour Relations Regulations

THE Wartime Labour Relations Regulations provide conciliation machinery to attempt settlements of disputes where negotiations for an agreement following certification of bargaining representatives, or negotiations for the renewal of an existing agreement, have been unsuccessfully continued for thirty days. Disputes of this nature are referred to the Minister of Labour by the Wartime Labour Relations Board (National) or by the Provincial Board in their respective jurisdictions. A Conciliation Officer is then appointed to confer with the parties and endeavours to effect an agreement. If the Conciliation Officer is unable to bring about settlement of the matters in dispute and reports that in his view an agreement might be facilitated by the appointment of a Board of Conciliation, a Board is then established by the Minister of Labour. The duty of such a Board is to endeavour to effect an agreement between the parties on the matters in dispute and to report its findings and recommendations to the Minister.

Assignment of Conciliation Officers

During March 1946, Conciliation Officers have been assigned to confer with the parties in an attempt to effect an agreement in the following cases:

Canadian Drawn Steel Co., Ltd., Hamilton, Ont., and Local 1031, United Steelworkers of America (CIO-CCL). Wm. Dunn, Conciliation Officer.

Canners' Machinery, Limited, Simcoe, Ont., and Local 257, International Union, U.A.A.A.I.W.A. (UAW-CIO). F. J. Ainsborough, Conciliation Officer.

Clare Shipbuilding Company, Limited, Meteghan, N.S., and Local 6, Industrial Union of Marine Shipbuilding Workers of Canada, (CCL). H. R. Pettigrove, Conciliation Officer.

Carbide and Carbon Chemicals Ltd., (Bakelite & Plastics Division), Toronto, Ont., and Local 512, United Electrical Radio and Machine Workers of America (CIO-CCL). Wm. Dunn, Conciliation Officer.

James Davidson's Sons, Ottawa, Ont., and Local 6, National Union of Woodworkers, (CCL). J. L. MacDougall, Conciliation Officer.

Kirkland Lake Gold Mining Co. Ltd., Kirkland Lake, Ont., and Local 240, International Union of Mine, Mill & Smelter Workers (CIO-CCL). H. Perkins, Conciliation Officer.

Opal Manufacturing Company Limited, Toronto, Ont., and Local 514, United Electrical, Radio and Machine Workers of America (CIO-CCL). Mr. F. J. Ainsborough, Conciliation Officer.

Smith & Stone Limited, Georgetown, Ont., and Local 526, United Electrical, Radio and Machine Workers of America (CIO-CCL). H. Perkins, Conciliation Officer.

John T. Hepburn Co., Limited, Toronto, & Locals 3353 & 3358 United Steelworkers of America (CIO-CCL). Wm. Dunn, Conciliation Officer.

Agreements Facilitated by Conciliation Officers

In the following cases, reports were received from Conciliation Officers indicating the successful completion of negotiations and the signing of an agreement:

Dominion Magnesium Limited, Haley, Ont., and Local Union 828, International Union of Mine, Mill and Smelter Workers, (CIO-CCL). G. Fenwick, Conciliation Officer.

John T. Hepburn Co., Limited, Toronto, and Locals 3353 and 3358, United Steelworkers of America (CIO-CCL). Wm. Dunn, Conciliation Officer.

John A. Lang & Sons, Limited, Kitchener, Ont., and National Union of Shoe and Leather Workers (CCL). G. Fenwick, Conciliation Officer.

R. P. & W. F. Starr Co., Limited, Saint John, N.B., and Local 1, National Union of Coal Distributors (CCL). H. R. Pettigrove, Conciliation Officer.

Victoria Tug Company, Victoria, B.C., and Canadian Seamen's Union, Pacific Coast Dist. (TLC). G. R. Currie, Conciliation Officer. In this case the union has withdrawn its application for intervention.

Boards Established

During March, Boards of Conciliation were established but not fully constituted as follows:

(Four Motor Companies.) British American Motors, Ltd., Toronto; General Motors Products of Canada (Truck Retail Branch), Toronto; Beattie Cadillac, Chevrolet, Oldsmobile Co., Ltd., Toronto; Giles, Rice and

Peters, Ltd., Toronto, and Local 1, Industrial Union of Automotive Employees (CCL).

Canadian Drawn Steel Co., Ltd., Hamilton, Ont., and Local 1031, United Steelworkers of America (CIO-CCL).

Canners' Machinery, Limited, Simcoe, Ont., and Local 257, International Union, U.A.A.A.I.W.A. (UAW-CIO).

J. H. Connor & Son, Limited, Ottawa, Ont., and Castings of Ottawa, Limited, Ottawa, Ont., and Local 641, International Union, U.A.A.A.I.W.A. (UAW-CIO).

Opal Manufacturing Company Limited, Toronto, Ont., and Local 514, United Electrical, Radio and Machine Workers of America, (CIO-CCL).

J. B. Smith Lumber Co., Toronto, Ont., and Local 1487, United Brotherhood of Carpenters & Joiners of America (AFL-TLC).

Weston Dairy Limited, Weston, Ont., and Local 647, Milk Drivers & Dairy Employees Union (AFL-TLC).

Boards Fully Constituted

During March, Boards of Conciliation were fully constituted as follows:

Canadian Industries, Ltd. (Windsor Works) Windsor, Ont.—The Board of Conciliation established to deal with a dispute between Canadian Industries, Ltd., (Windsor Works) and Local 195, International Union, (UAW-CIO) was fully constituted on March 18, 1946, with the appointment of Dr. Alexander Brady, Toronto, as Chairman of the Board, who was appointed on the joint recommendation of the other two members of the Board. Mr. Gerald H. Brown, Ottawa, and Norman Levy, Toronto, were appointed on the recommendation of the employer and employees respectively.

Cosmos Imperial Mills, Ltd., Hamilton Ont.—The Board of Conciliation established to deal with a dispute between Cosmos Imperial Mills, Ltd., and Local 28, Textile Workers Organizing Committee (CIO-CCL), was fully constituted on March 6, with the appointment of His Honour Judge T. H. Barton, Hamilton, Ont., as Chairman of the Board, appointed by the Minister in the absence of a joint recommendation from the other two members of the Board. Messrs. N. L. Mathews, Toronto, and C. L. Dubin, Toronto, were appointed on the nomination of the employer and employees respectively.

Hamilton Cotton Company, Limited, Hamilton, Ont.—The Board of Conciliation established to deal with a dispute between Hamilton Cotton Company, Limited, and Local

26, Textile Workers Organizing Committee (CCL) was fully established March 27, 1946, with the appointment of Dr. A. Brady, Toronto, as Chairman of the Board, who was appointed by the Minister in the absence of a joint recommendation of the other two members of the Board. Messrs. R. V. Hicks, and C. L. Dubin, both of Toronto, were appointed on the nomination of the employer and employees respectively.

Robbins & Myers Co., of Canada, Limited, Brantford, Ont.—The Board of Conciliation established to deal with a dispute between Robbins & Myers Co., of Canada, Limited, and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, (UAW-CIO), was fully constituted March 18, 1946, with the appointment of Honourable Mr. Justice W. D. Roach, Toronto, Ontario, as Chairman of the Board, who was appointed on the joint recommendation of the other two members of the Board. Messrs. J. G. McMillen, and His Worship J. H. Matthews, both of Brantford, Ontario were appointed on the nomination of the employer and employees respectively.

Steel Company of Canada, Limited (Hamilton Works), Hamilton, Ontario.—The Board

of Conciliation established to deal with a dispute between Steel Company of Canada, Limited, (Hamilton Works) and Local 1005, United Steelworkers of America, (CIO-CCL) was fully constituted on March 20, 1946, with the appointment of His Honour Judge M. A. Miller, Sarnia, Ontario, as Chairman of the Board, who was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board. Messrs. J. S. D. Tory, K.C., Toronto and J. E. McGuire, Ottawa, were appointed on the nomination of the employer and employees respectively.

The Wellesley Hospital, Toronto, Ontario.—The Board of Conciliation established to deal with a dispute between The Wellesley Hospital and Local 204, Building Service Employees International Union, (AFL-TLC) was fully constituted on March 22, 1946, with the appointment of His Honour Judge Egerton Lovering, Toronto, Ontario, as Chairman of the Board, who was appointed on the joint recommendation of the other two members of the Board. Messrs. Norman L. Mathews, and Bora Laskin, both of Toronto, were appointed on the nomination of the employer and employees respectively.

Dispute at Phillips Electric Company, Brockville

On December 18, 1945, pursuant to a reference from the Ontario Labour Relations Board under Section 12 of the Wartime Labour Relations Regulations, P.C. 1003, Mr. G. R. Fenwick was appointed Conciliation Officer in an attempt to settle the points at issue between the Phillips Electric Company of Brockville, Ontario, and Local 510, United Electrical, Radio and Machine Workers of America.

The Company and the Union had been in contractual relationship since 1937, the latest collective agreement having been signed in 1940. Subsequently this agreement had been amended on several occasions. The present dispute arose from the Union's proposal of further amendments to the original contract. Following the appointment of the Conciliation Officer, the parties agreed to re-enter direct negotiations in an attempt to arrive at a new agreement; this on the understanding that the 1940 agreement should meanwhile remain in force. There was a further understanding that following the Union's presentation of a new draft agreement, negotiations between the parties should open on February 18 or before.

Negotiations in this direction broke down on February 19. On February 20, two one-hour sit-down strikes took place in the Brockville and Montreal plants of the Company. At the first strike the management informed the employees that such action was contrary to existing regulations—the Wartime Labour Relations Regulations P.C. 1003—and also (in the Brockville plant) contrary to the existing agreement between the Company and the Union. At the same time the Company informed the Union that further action of this kind by the employees would mean dismissal. As a consequence, when the second sit-down occurred, separation notices were issued to approximately 680 employees at Brockville and 200 employees at Montreal who had participated therein.

When negotiations between the parties broke down on February 20, Mr. Fenwick was redirected to the Brockville dispute and Mr. Miron was assigned by the Quebec Labour Department to the dispute at the Montreal plant. As the *LABOUR GAZETTE* goes to press it is reported that a settlement has been reached by the parties, details of which will be carried in the next issue.

Board Reports Received

PURSUANT to the Wartime Labour Relations Regulations, Boards of Conciliation are allowed 14 days in which to make their report. This can be extended,

either by the Minister, or by mutual consent of the parties concerned. The following reports were received by the Minister of Labour during March:—

Report of Board in Dispute Between Canadian Marconi Co., Ltd., Montreal, P.Q., and Commercial Telegraphers' Union, Canadian Marconi System, Div. No. 59

On March 20, 1946, the Minister of Labour received the report of the Board of Conciliation, the personnel of which was as follows:—Mr. L. W. Brockington, K.C., Ottawa, appointed on the joint recommendation of the other two members of the Board, Messrs. W. A. Merrill and Bora Laskin, appointed on the nomination of the employer and employees respectively.

Report of Board

In the matter of the Wartime Labour Relations Regulations, P.C. 1003, as amended, and in the matter of a dispute between Canadian Marconi Company Limited, Montreal, and Commercial Telegraphers' Union, Canadian Marconi System, Division No. 59.

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Canada.

Dear Sir:

The Board of Conciliation appointed by you in the above matter begs to report as follows:—

The Board met in Montreal and in Toronto to consider the representations of the parties and for private deliberation on the two issues referred to it, namely (1) the request of the Union for the incorporation in the renewal collective agreement with the Company of a clause providing for a union shop, and (2) the request of the Union for revision of the seniority clause heretofore included in its collective agreements with the Company. In addition, the Chairman with the approval of his colleagues interviewed the Manager of the Company after the hearings were over in an attempt to ensure an agreement between the parties and the consequent unanimity of the Board.

At the hearing before the Board the Union was represented by J. N. A. Blouin, General Chairman; W. McKay, Eastern District Chairman; and H. Johnson, Great Lakes District Chairman. The Company was represented by S. M. Finlayson, General Manager; J. Ferguson, Secretary-Treasurer;

W. J. Gray, Assistant General Manager; and A. Wilkins, Marine Superintendent. Both during and after the open hearing, the Board sought, in accordance with its view of its primary function, to conciliate the parties on the two issues on which they were deadlocked in their negotiations for a renewal of their collective agreement. In this the Board was unsuccessful, although at the hearing the Union modified its request for a complete union shop, and urged instead that provision be made that all new employees must become members of the Union, and that existing employees who are or who voluntarily become members of the Union must maintain their membership therein, in both cases as a condition of continued employment with the Company.

The facts which emerged as a result of the submissions on behalf of the parties to this Board may truly be described as unique. The Union has been in existence for 26 years and has had collective bargaining relations with the Company during the whole of this period. Relations have been good, and the Company was in substantial agreement with the Union's contentions that the advent of the Union had been followed by improvements in the lot and position of the employees of the Company and that the Union's conduct had been good. There has been no stoppage or disruption of work, and both parties have been faithful to the terms of the collective agreements which for more than a quarter of a century have governed their relations. The Union represents employees in the marine service of the Company, that is, persons engaged in ship radio telegraphy and telephony. There are about 110 such employees eligible for membership in the Union, and the Union claims that some 90 per cent of these are and for many years have been members of the Union in good standing. The service records of the employees of the Company have been outstanding, ranging from 20 to 38 years of continuous service, and reflecting credit both upon the Company and upon the individual employees. The officials of the Union are themselves employees of the Company, and those who represented the Union at the hear-

ing had from 23 to 29 years of service in the Company's employ. The Union is a craft union, representing men who have by training and experience become skilful and proficient in a particular line of endeavour. It has represented to the Board that it has no great difficulty in enrolling new employees as members or in retaining the membership of existing employees. In fact, it has recorded that incoming employees who number a very few every year are in the habit of joining the Union as a matter of course. There are but a small number of existing employees who have not joined the Union, and since they are very old employees, both in age and in service, the Union declared before the Board that it would not press for their compulsory acceptance of membership. No check-off was asked for with respect to any members.

It is against this background of a continuous record of mutual trust and cordiality, unusual in Canadian experience of collective bargaining that the Union's request for a modified union shop must be assessed and appraised. It is not improbable that the attitude both of the Company and of the Union towards the request for a modified union shop may have been affected rather by events taking place elsewhere than by the pertinent facts particularly applicable to the situation in discussion. In effect, the Union seeks to regularize through co-operation with the Company a situation which, in practice, it has been able to handle unilaterally for some years past. We think that in the special existing circumstances here evident, the Union is entitled to ask for this degree of co-operation from the Company. The proof of responsibility which the Union has offered over so many years warrants it in asking for a formal recognition of its extended rights. The Union has some legitimate reason for feeling that membership therein should be accepted as automatically as other conditions of employment are accepted by persons who seek to engage in the Company's service. Accordingly, the majority of the Board recommends that the parties incorporate in their renewal collective agreement a clause providing that within thirty days after joining the Company's service new employees shall obtain membership in the Union which, together with the payment of dues, shall continue for the period of the collective agreement, and that existing Union members shall continue their membership and the payment of their dues also during the period of the collective agreement. If the experience of the past offers any guide the Company is not likely to be restricted in its choice of suitable employees by these limited provi-

sions. It is perhaps needless to add that this recommendation is in no way intended to reflect the Board's views in other circumstances or in other situations.

The only other point in dispute was on the question of seniority. The Union seeks an amendment of the seniority clause which has, over many years, been included in successive collective agreements between it and the Company. This clause reads as follows: "The right of seniority, with requisite ability, shall govern in all cases". Both the Company and the Union agreed before the Board that the clause was applicable whenever a vacancy was bulletined, and could be invoked when a senior employee was laid off or was out of a job because the position he occupied was abolished. The Union's proposed amendment reads as follows:—

The right of seniority, with requisite ability, shall govern and it is understood and agreed that the right to exercise seniority shall apply only as follows:

- (a) When a vacancy is bulletined.
- (b) When a senior is laid off or is out of a job, due to his position being abolished.
- (c) When a position which was not bulletined is occupied by a junior; subject only to the provision that the position sought shall be a promotion, either in a wage increase, or in a shorter working week.

The only difference, practically, between the existing seniority provision and that now proposed by the Union lies in clause (c) of the Union Proposal. This clause, on its face, would enable seniority rights to be exercised retroactively, so to speak, against junior men now occupying positions in which they had been confirmed by the Company, and as to which they may not have been challenged at the time the positions became open. While the Union contended that a practice of "bumping" junior men at any time was well established, and cited a number of examples in support of its contention, the Company contended on its part that there was no established practice by which seniority rights could be asserted with retrospective effect. Both parties admitted, however, that the retroactivity which the Union sought to introduce by clause (c) of its proposal related to one particular situation.

In the view of the Board, confirmed in this respect by the submissions of the parties, clause (c) of the Union's proposal is designed to cope with this one situation only, and will then probably be regarded as spent. The issue raised by clause (c) turns hence on the facts of the special situation referred to. The matter involved the appointment of an employee in 1928 to a position which, the

Union submits was then regarded as seasonal or temporary, and which, on becoming permanent in 1937 (and hence, as was admitted by both parties, desirable) was then sought by an employee senior in length of service and at least equal in ability to the incumbent of the position. The Company maintained then, as it does now, that nothing in the seniority provisions obliged or entitled it to remove an employee from an existing position to accommodate a senior employee who occupied a position with the Company which was not slated for abolition. The Union lodged a grievance at the time, and it now asserts that the matter has remained a grievance to this date.

The right of seniority, with requisite ability, shall govern and it is understood and agreed that the right to exercise seniority shall apply only as follows:

The evidence before the Board does not establish that the Union activity pursued the alleged grievance in the years between 1937 and 1945; and it may perhaps be regarded as having "slept on its rights", if any, during that time. The Board became aware at the hearing that until the current negotiations between the parties for a renewal agreement, there had never been any provision for final impartial arbitration of grievances with the result that the final decision rested with management. If the management made a decision in 1937 which was adverse to the Union, the vice of the matter, from the Union's standpoint, was not that the grievance was unsettled but that there was no final arbitration through an impartial third party with whose decision the Union might have been better satisfied.

The Board feels that it would not be justified, after the lapse of so many years, in treating as still open a matter which was not opened for many years, and which, when opened, was settled finally through the only method by which there could then be finality, and which, so far as the evidence discloses, remained dormant between 1937 and 1945.

Since the Union has now the protection of a final arbitration clause providing for impartial arbitration of all grievances, including those arising in relation to seniority, the Board recommends that the Union abandon its proposed seniority clause and that the parties agree on the following clause, which, the question raised by clause (c) aside, was acceptable to the parties at the hearing:—

The right of seniority, with requisite ability, shall govern in all cases, and the Company agrees that all vacancies shall be bulletined.

In conclusion, the Board wishes to record its deep appreciation of the courtesy and mutual forbearance of all those who appeared before it and to express its hope that the good relations between the parties which are almost historical in their continuity persist for the benefit of both.

Respectfully submitted.

(Sgd.) BORA LASKIN,
Employees' Nominee.

(Sgd.) LEONARD W. BROCKINGTON,
Chairman.

Minority Report

I find myself unable to agree with that part of the finding of the majority of the Board which recommends that the parties incorporate in the renewal of the collective agreement a clause providing for a modified Union Shop.

The facts as disclosed at the hearing as to the relationship between the Company and the Union for the past twenty-six years would indicate that the Union as sole bargaining agent for all that time, possessed all the security that could be desired and no reasons were advanced which would indicate that this situation would not continue in the future.

It was stated by the representatives of the Union that it has no great difficulty in enrolling new employees as members or in retaining the membership of existing employees.

A Union Shop clause which provides for maintenance of membership in the Union as a condition of continuance of employment imposes a restriction and interference with an employer's prerogative to retain the services of a satisfactory employee, member of a Union, who has ceased to be a member for reasons of no concern to the employer, as for example the breach of a Union rule; failure to pay Union dues or resignation from the Union for personal reasons, et cetera.

The long and cordial relations which have existed between the Company and the Union for so many years probably would have continued to exist without a request by the Union for the intervention of a Board of Conciliation, had the Union not sought to displace an old employee, who had occupied a certain position for seventeen years or more and who had formerly been a member of the Union from which he had resigned, by means of proposed Union Shop and retroactive security clauses to be incorporated in the renewal of the collective agreement.

At no time during the hearing before the Board was it even suggested that the relations between the Company and the Union were or have been such as to place the security of the Union in jeopardy.

Considering the number of employees with long years of service as one factor alone, the Company would appear to be justified in refusing to subscribe to the principle that the continued employment of such employees, who are members of the Union, would be dependent upon their continued membership in good standing in this particular Union.

With all due deference to the opinion of the majority of the Board, that a modified Union Shop clause should be incorporated in the agreement because the relationship between the Company and the Union up till now has been satisfactory, would seem to me to be the very reason why a Company should not be asked to subscribe to such a clause which might oblige the Company at

some time, against its will and better judgment, to dismiss an old and valued employee who has ceased to be a member of the Union and thus be the means of disrupting the harmonious relationship which it is of such importance to maintain.

As regards the second matter which came before the Board relative to seniority, I am in agreement with the other members of the Board that for the reasons set forth in the Majority Report, the suggested clause which was acceptable to the parties at the hearing be incorporated in the agreement.

Montreal, 7th March, 1946.

(Sgd.) WALTER A. MERRILL,
Member of the Board.

Report of Board in Dispute between Schultz Die Casting Co., Wallaceburg, Ont., and Local 251, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO)

On March 25, 1946, the Minister of Labour received the report of the Board of Conciliation, the personnel of which was as follows: His Honour Judge M. A. Miller, Sarnia, Chairman, appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Messrs. Frank Ellis, Windsor, and Alan Adamson, Toronto, appointed on the nomination of the employer and employees respectively.

Report of Board

To the Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.

The Board of Conciliation appointed by you report as follows:—

At all meetings of the Board the Company was represented by Mr. T. H. Campbell, plant superintendent, Mr. D. C. Martin, personnel manager and Mr. G. C. Richardest, counsel, and the union by Mr. Drummond Wren, International representative, Mr. Roy E. Brown, International representative and Mr. Joseph Kay, committee chairman of Local 251, UAW-CIO.

The company and Local 251 of the union entered into a collective agreement May 1, 1943, which by its terms was to remain in effect until May 1, 1944, and from year to year thereafter unless terminated by notice in manner prescribed. No notice terminating the agreement has been given by either party, but the union seeks amendments and additions to the agreement.

At the time of the first meeting of the Board no progress had been made, and at

that meeting the union submitted a long list of amendments and additions which it desired to have made to the agreement. After some discussion the Board adjourned to enable the company to study the union's proposals. When the Board met again there had been no intervening meetings between the parties, and the union's proposals were considered before the Board one by one.

The company took the position that no differences had arisen indicating the need of any change in the existing agreement. The union, while not urging that any such differences had arisen, contended that the agreement should be made as complete as possible, with a view to anticipating and preventing differences.

At that and two subsequent meetings of this Board and the representatives of the parties some eighteen amendments and additions to the agreement of May 1, 1943, were agreed upon. Particulars of the amendments and additions to be made appear in schedule one hereto.

There remain some eight points on which the parties were unable to agree.

1. The present agreement is between the Company and Local 251 of the union. The union desires that this be changed and that the amended agreement be between the company and the international union through its local 251. It may be that there is a principle involved and that situations might arise in which the difference would be important. The Board are of the opinion, however, that inasmuch as the agreement of May 1, 1943, has not been terminated, and that what are now being considered are amendments to the existing agreement, this is not an opportune time to consider changes in the parties to

the agreement and that the union's request should be dropped.

2. The union asks that Section 1 of the Agreement be amended so as to make the union the sole bargaining agent not only for those employees who are members of the union, but for all employees of the company other than those specifically excepted.

Inasmuch as all of the employees of the company coming within its purview are bound by the agreement, the Board are of the opinion that the union should be the sole bargaining agent for all the employees, save those specially excepted. This should, however, be subject to the other provisions of the agreement in that under Section 7 of the agreement an employee may submit a grievance direct to his foreman and is not confined to submitting it through a committeeman of the union.

3. The union asks for, and the company oppose, union security, and the check-off of union dues. The union claims 65 per cent of the eligible employees of the company as members. There being so large a minority of non-members of the union among the employees, the union does not ask that all employees be compelled to join the union. It does ask that all present and future members of the union be compelled to maintain their membership and that new employees be compelled to join the union as a condition of their employment.

The Board are of the opinion that this question might fairly be disposed of by an adaptation of the form of union security provided by the decision of the Honourable Mr. Justice Rand in his arbitration of the disagreement between Ford Motor Company of Canada Limited and Local 200 UAW-CIO.* Inasmuch as there is so large a minority of non-members of the union among the employees of the company, it would not, in the opinion of the Board, be in the interests of the harmonious operation of the business of the company, nor indeed of the union itself, to compel non-members of the union to pay dues to the union. They think it fair, however, that the members of the union, having asked the union to act on their behalf, should be compelled to pay dues to the union during the lifetime of the agreement, and that new employees be similarly compelled to pay dues to the union. The Board are also of the opinion that dues so payable should be deducted each month from the pay of the employees affected. It appears to the Board that this would not be a great burden on the company, and that there would be some compensation in that the tendency to waste time in the collection of dues on the com-

pany's premises would be done away with.

The Board are of the opinion that the company in consideration of its concession to the union should have protection against unauthorized strikes along the lines set out in the decision of Mr. Justice Rand in the Ford case. Mr. Adamsop felt that there were some dangers in permitting employees who were not members of the union to vote on the question of authority to strike but, for the sake of agreement, was prepared to concur in the recommendation as set out in this report and the second schedule hereto.

4. Under Section 6 of the present agreement the union may appoint not in excess of five committeemen, with provision for the appointment of three alternate committeemen. The union asks that the number of committeemen be increased to eight, and that the provision for alternates be deleted. It gives as a reason that the company has opened a second plant in Wallaceburg, and that to avoid inconvenience there must be some committeemen in the second plant, and they say that in practice no alternate committeemen have ever been appointed. The company take the position that at the time the present agreement was entered into it applied to some 405 employees; that now there are but 295 employees, 39 of whom are employed in the second plant, and that there is no occasion to increase the number of committeemen by more than one. They point out that under the agreement committeemen have certain seniority privileges; that they are permitted to do a certain amount of union work on the company's time, and that their number should not be unnecessarily increased.

The Board are of the opinion that the union might not unreasonably require two committeemen in the second plant, even though the number of employees in that plant is small. A committeeman might well want another committeeman available with whom he could discuss matters that might affect the union or the employees. Inasmuch as the number of employees has been materially reduced since the present agreement was made, and some of that reduced number are in the second plant, it appears to the Board that the number required in the first plant might be less than five and that six committeemen divided between the two plants as the union sees fit would be sufficient.

5. The union desires, and the company oppose an amendment to the grievance procedure, Section 7 (e), making the decision of the umpire in decisions as to alleged wrongful dismissal binding on the parties. The company say that just as the right to strike is the ultimate strength of the union, so the right to dismiss an employee is the ultimate strength of the company in main-

* L.G., Jan., 1946, p. 123.

taining discipline in the plant. They have already agreed to an amendment to this clause providing that the decision of the umpire on questions involving the interpretation or violation of the agreement shall be final. They take the position that the fact that a dismissed employee may take his complaint through the stages of the grievance procedure, and may obtain the decision of an umpire on the question of whether or not his dismissal was justified is sufficient to prevent the company from acting arbitrarily. The Board are disposed to agree that that is so in a town the size of Wallaceburg, where the company operates. In the opinion of the Board it has not been demonstrated that there is any need for the amendment of the agreement in this respect at the present time and the Board suggest that if in the opinion of the union such need should arise in the future, it might be well to consider a provision that in cases of alleged wrongful dismissal the umpire should be a member of the judiciary. The Board recommend that the union request be dropped.

6. Section 10 of the present agreement provides that "an employee reporting for work on instructions of the company but for whom no work at his regular job is available, will be offered at least two hours employment in other work at his regular hourly rate or, at the company's option, will be paid two hours time at his regular hourly rate." By agreement before his Board, the words "on instructions of the company" will be struck out and replaced by the words "on a regular shift without having had notice not to do so." The union asks that the section be further amended to provide four hours instead of two hour's work or pay under such circumstances. The Board are of the opinion that the section as amended places sufficient penalty on the company to insure that they will not arbitrarily or thoughtlessly permit men to return to work when there is no work for them and that in a town the size of Wallaceburg it affords reasonable compensation to employees going to work when there is no work for them and that the main purposes of the section are thereby achieved. The Board recommends that the union's request be dropped.

7. The union asks that there be added to the agreement a section as follows: "The company agrees to maintain during the life of this agreement, and the union agrees to accept, the existing hours of work unless altered or changed by collective bargaining subject to permission of any Board having jurisdiction." The Board are of the opinion that the proposed section would obligate the company to maintain the existing hours of

work regardless of whether or not the company had sufficient orders to enable them to furnish work for those hours and that the clause should not be added to the agreement.

8. The union asks that clause (m) of Section 8 of the agreement be amended so as to provide that promotions to higher paid jobs or better jobs with equal pay shall be based primarily upon seniority, rather than upon merit and ability.

The argument of the union, of course, is that the clause as it now reads leaves the employees subject to favouritism and discrimination, while the company takes the position that unless merit and ability are to be recognized, efficiency within the plant must suffer. There has been no suggestion of favouritism or discrimination in promotions in the past but the union, as in the case of the other amendments asked for, says that the agreement should endeavour to anticipate any possible differences in the future.

The Board are of the opinion that, with other things being equal, seniority might well govern, but that merit and ability should not be lost sight of in promotions. It would be difficult, if not impossible, to draft a clause, the workability of which would not be wholly dependent upon the good faith of the company, but they suggest the following: "Promotions to higher paid jobs or better jobs with equal pay shall be based upon seniority, save in those cases where, in the opinion of the company, merit and ability should be the governing factor. The exercise of the company's judgment in this matter shall not be, but its good faith in the exercise of its judgment shall be, subject to the grievance procedure. Nothing in this clause shall affect promotions to supervisory positions."

This Board recommends that in addition to the amendments already agreed upon and set forth in schedule 1 hereto, the agreement of May 1, 1943, be further amended to give effect to the opinions herein expressed. The Board has set out in a second schedule hereto proposed amendments designed to facilitate that end.

The long list of amendments already agreed upon indicates the extent of the co-operation accorded this Board by the parties, a co-operation which the Board gratefully acknowledges, and which leads it to hope that the recommendations herein made may lead to still further agreement.

All of which is respectfully submitted.

Dated at Sarnia, this 16th day of March, 1946.

(Sgd.) N. A. MILLER,
Chairman.
(Sgd.) ALAN H. ADAMSON,
Member.

Schedule 1

Schedule of amendments and additions which the parties have agreed shall be made to the collective agreement dated May 1, 1943, entered into by Schultz Die Casting Company of Canada Limited and Local 251 UAW-CIO.

1. Paragraph 2 of the existing agreement will be amended by adding at the beginning thereof the words "Subject to the other provisions of this agreement."

2. Paragraph 3 of the existing agreement will be struck out and the following substituted therefor: "3, The union further recognizes the undisputed right of the company to operate and manage its business in all respects in accordance with its commitments and responsibilities. The products to be manufactured, the location of plants and, subject to the provision of this agreement as to health and safety, the schedules of production, the methods, processes and means of manufacturing are solely and exclusively the responsibility of the company. The company also has the right to make and alter from time to time rules and regulations to be observed by employees, which rules and regulations shall not be inconsistent with the provisions of this agreement."

3. Paragraph 5 of the existing agreement will be struck out and the following substituted therefor: "5, There shall be no discrimination, interference, restraint or coercion by, or on behalf of, the company regarding any employee, because of membership in the union. The union, its members, or agents, shall not intimidate or coerce or attempt to intimidate or coerce employees into membership and no employee or union official shall solicit members, collect dues or engage in any union activity during his working hours or on company time, save as expressly provided by this agreement; nor shall any employee or union official solicit members, collect dues or engage in any union activity on company premises in such manner, place or time as to interfere with other employees during the working hours of the latter, save as expressly provided by this agreement. Violation of the foregoing shall be just cause for discipline by the company."

4. Paragraph 6 of the existing agreement shall be amended by striking out the words "a British subject" where they appear in the second paragraph thereof.

5. Clause (a) of paragraph 7 of the existing agreement shall be amended by adding at the beginning thereof the words "Subject to the other provisions of this agreement."

6. Clause (d) of paragraph 7 of the existing agreement will be amended by striking out the proviso which is in the following words: "Provided further, however, that except when agreed upon between the plant manager and the chairman of the committee, the chairman and the relevant committeeman who has theretofore handled the grievance shall be the only members of the committee to participate in the conference." and substituting therefor the following: "Provided, however, that the company shall not be obliged to pay (under Section 6 hereof or otherwise) for the time of more than five committeemen present at any such conference during working hours, and the company shall not be obliged to pay for the time of any

committeemen present at any conference held after twelve conferences have previously been held in the same calendar year."

7. Clause (e) of paragraph 7 of the existing agreement will be amended by adding to the last sentence thereof the words: "save that in any decisions on disputes as to the interpretation or violation of this agreement, the decision of the umpire shall be binding on both parties."

Memo: This addition was agreed to by the parties, but the union also wants decisions as to alleged improper dismissal of employees to be binding, whereas the company does not. This is dealt with in the report.

8. Paragraph 7 of the existing agreement will be amended by adding thereto as clause (k) thereof the following: "(k) If the committee are of opinion that any grievance submitted by an employee directly, and not through a committeeman, is of concern to more employees than the one submitting it, the committee, if it is dissatisfied with any decision and regardless of the action of the employee in question, may carry the same through the successive stages of the grievance procedure, notwithstanding that a decision satisfactory to the employee in question may have been rendered, and the committee shall be entitled to the same notice of decisions as the employee in question."

9. Paragraph 10 of the existing agreement will be amended by striking out the words: "on instructions of the company" and substituting therefor the words: "on a regular shift without having had notice not to do so," so that the paragraph will hereafter read: "10. An employee reporting for work on a regular shift without having had notice not to do so, but for whom no work at his regular job is available, will be offered at least two hours employment in other work at his regular hourly rate or, at the company's option, will be paid two hours' time at his regular hourly rate. This provision shall not apply when such lack of work is due to a labour dispute, fire, flood or other cause beyond the control of the company."

Memo: The union also ask that this paragraph be amended by substituting the word "four" for the word "two" where it appears in the said paragraph. The company did not agree to this proposal and it is dealt with in the report.

10. Paragraph 11 of the existing agreement will be struck out and the following substituted therefor: "11 (a) The company will not unreasonably refuse leave of absence without pay when required by any employee for specified personal reasons, the question of the reasonableness or otherwise of the request to be in the discretion of the company.

(b) The company will grant temporary leave of absence without pay to a union official or other member delegated by the union for the purpose to attend to union business, provided that circumstances are such that, in the opinion of the company, it can be done without unreasonably interfering with the operation of the company,—this clause to be subject to the grievance procedure.

(c) On no more than two occasions in one calendar year the company will allow leave of absence without pay to not more than one delegate of the union for the purpose of attending conventions or conferences of the Union."

11. Paragraph 15 of the existing agreement will be struck out and the following substituted therefor: "15. This agreement shall continue in full force and effect until the 1st day of April, 1947, and from year to year thereafter until terminated by either party giving to the other two months' notice of its desire to terminate it. Either party may, between the first days of January and February in any year, give to the other notice of its desire to amend or add to this agreement, full particulars being specified in the notice, in which event negotiations in respect of such proposed amendments or additions shall commence within twenty days, and all provisions of any statutes or regulations then in force in respect to negotiations for a collective agreement shall apply to such negotiations for amendments or additions. Any amendments or additions which may be agreed upon shall become a part of the agreement without modifying or changing any of the other terms of the agreement except in so far as may be necessary to give effect to such amendments or additions."

"Notice shall be in writing and shall be sufficient if sent by registered mail addressed, if to the union, to Local 251 UAW-CIO, Wallaceburg, Ontario, and, if to the company, addressed to the Plant Manager, Schultz Die Casting Company of Canada Limited, Wallaceburg, Ontario."

Memo: The date to which the agreement will remain in effect will be changed to a year following the date when the amended agreement is signed and the same relative changes will be made in the dates between which notice of a desire to amend is to be given.

12. There will be added to the existing agreement in an appropriate place the following paragraph:—

REST PERIOD

The company will grant one ten-minute rest period in each shift of eight hours and two ten-minute rest periods in each shift that is more than eight hours. In addition the company will allow a period of five minutes for the purpose of washing up and putting away tools immediately prior to the end of the shift. This will not apply if hours of work drop to fewer than eight hours per day. The union agrees to co-operate with the company when necessary to discipline those employees who take time off in excess of the wash-up period herein provided."

13. There will be added to the existing agreement in an appropriate place a paragraph as follows:—

OVERTIME ON HOLIDAYS

The company shall pay a rate of time and a half for overtime for all work performed on the following holidays: New Year's Day, Good Friday, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day and Christmas.

14. Clause (n) of paragraph 8 of the existing agreement will be amended by adding thereto at the end thereof the following proviso: "provided such transfers are not made temporarily for the purpose of giving factory employment to office workers and thus displacing employees covered by this agreement."

15. Clause (o) of paragraph 8 of the existing agreement will be re-lettered as clause (p) and the following will be added as clause (o) of paragraph 8 of the existing agreement: "(o) If an employee is temporarily transferred by the

company (other than at his own request) to a different classification than that in which he is regularly employed, he shall be paid at a rate not lower than that applicable to the classification in which he has been regularly employed. If classification to which he has been so temporarily transferred has a higher range of pay than that in which he is regularly employed he shall, while so temporarily employed, be paid at that rate prevailing in such higher classification as his skill in the higher classification merits. Temporarily shall mean not longer than twelve working days."

16. Clause (j) of paragraph 8 of the existing agreement will be amended by adding at the end thereof the following: "When it becomes necessary to transfer employees to lower paid jobs, or less desirable jobs at the same pay, the same principle shall be followed."

17. There will be added to the existing agreement in an appropriate place a paragraph as follows:—

HEALTH AND SAFETY

The company will continue to provide and maintain adequate and proper sanitary arrangements and safety devices throughout the plant and to give proper attention to the maintenance of safe and healthy conditions and practices of employment. It will continue to supply to employees such protective accessories and equipment as it now makes a practice of providing. Nothing in this agreement contained is to obligate the company to continue any form of insurance which it now maintains or assists in maintaining for the benefit of its employees or any of them.

18. There will be added to the existing agreement in an appropriate place a paragraph as follows:—

BULLETIN BOARDS

The company extend to the union the privilege of using four bulletin boards in its plant, the location and size of the same to be mutually determined. Notices to be posted thereon shall be restricted to information concerning union meetings, elections, social events and other affairs of general interest to the employees.

Schedule 2

Schedule setting forth recommendations of the Board of Conciliation for further amendments to the collective agreement dated May 1, 1943, entered into by Schultz Die Casting Company of Canada Limited and Local 251 UAW-CIO.

1. Paragraph 1 of the existing agreement be struck out and the following substituted therefor: "(1) Subject to the other provisions of this agreement the company recognize the union as the sole bargaining agent, for collective bargaining purposes, for all the company's employees in its plant at Wallaceburg, Ontario.

Provided that all employees while within the following classifications, whether or not members of the union, shall not be subject to the provisions of this agreement.

Salaried employees, employees in a supervising position, time study men, office workers, watchmen, engineering staff, nurses and matrons."

2. Paragraph 4 of the existing agreement to be amended by re-numbering the present paragraph as No. 4 (a) and adding thereto the following clauses:

(b) All employees of the company who now are or hereafter become members of the union and all employees who may hereafter be engaged by the company and to whom this agreement applies shall each pay to the union \$1.00 per month during the life time of this agreement. The company shall deduct the said payments from the wages of the respective employees by whom they are to be made and at the end of each calendar month and prior to the tenth day of the following month the company shall remit by cheque the total of the deductions to the local union.

(c) This provision for union security shall be enforced by the company against each employee to whom it applies as a condition of his continuance in or entrance into the company's service.

(d) Any employee to whom clause (b) hereof applies shall have the right to become a member of the union by paying the entrance fee and complying with the constitution and by-laws of the union.

(e) The union will not cause or permit its members to cause, nor will any member of the union take part in any sit-down, stay-in or slow-down in any plant of the company or any curtailment of work or restriction of or interference with production of the company.

(f) No strike, general or partial, shall be called by the union nor taken part in by any employee of the company until all of the grievance procedure outlined herein has been exhausted nor before a vote by secret ballot supervised by an officer of the Department of Labour for Ontario or other person appointed by the Minister of Labour for that province shall have been taken of all employees to whom the agreement applies (whether or not members of, or paying dues pursuant to the provisions of this section to, the union) and a majority voting have authorized the calling of a strike within two months from the balloting.

(g) The union by two officers of the local, including the president or acting president, shall repudiate any strike, sit-down, stay-in, slow-down or other concerted cessation of work whatsoever by any group or member of employees that has not been called by the union after compliance with the provisions of clause (f) of this paragraph; and shall declare that any picket line set up in connection therewith is illegal and not binding on employees. The repudiation and declaration shall be communicated to the company in writing within 72 hours after the cessation of work by the employees or the forming of the picket line respectively.

(h) In addition to any other action which the company may hereunder or otherwise lawfully take any employee participating in an unauthorized strike or other concerted cessation of work not called by the union shall be liable to a fine of \$3 a day for every day's participation therein and to loss of one year's seniority for every continuous participation therein for a calendar week or part thereof.

(i) Should the union violate the provisions of this section either by declaring a strike without complying with clause (f) of this section or by failure to repudiate or to declare as herein provided it shall be liable to the penalty of a suspension of the check-off; in the case of any unauthorized strike by the union

or an unauthorized general strike or concerted cessation of work by employees which it does not repudiate or of a picket line in connection therewith in respect of which it does not so declare for not less than two and not exceeding six monthly deductions; and in the case of an unauthorized partial strike or cessation of work by employees, for failure to repudiate or declare, not less than one and not more than four monthly deductions; the suspension to be in the former case, next following the return to work of the striking employees and in the latter case, next following the violation.

The penalty above the minimum shall be in the discretion of the company, but the company shall have regard to the seriousness and the flagrancy of the violation.

(j) This provision for union security shall be enforced by the company against each employee to whom it is applicable as a condition of his continuance in or entrance into the company's service.

(k) The company will not cause or sanction a lockout until all the grievance procedure in this agreement outlined has been exhausted.

(l) Except as otherwise specifically provided or dealt with any dispute as to a violation of any condition or provision of this paragraph, including the reasonableness of the company's discretion in fixing any penalty, shall be matter for the grievance procedure and shall be submitted direct to the umpire.

(m) The company and the union shall do all such acts and things as may be requisite or necessary to the observance and carrying out of this provision for union security according to the true intent and meaning hereof.

3. Paragraph 12 of the existing agreement to be struck out.

4. Paragraph 6 of the existing agreement to be amended by striking out the word "five" and substituting therefor the word "six".

5. Clause (m) of paragraph 8 of the existing agreement to be struck out and the following substituted therefor: "(m) Promotions to higher paid jobs or better jobs with equal pay shall be based on seniority, save in those cases where, in the opinion of the company, merit and ability should be the governing factor. The exercise of the company's judgment in this matter shall not be, but its good faith in the exercise of its judgment shall be, subject to the grievance procedure and shall be submitted direct to the umpire. Nothing in this clause shall affect promotions to supervisory positions."

Minority Report

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.

Sir,—For the reasons hereinafter stated I find that I am unable to agree with some of the recommendations made by the other members of the Board of Conciliation herein.

In view of the fact that it required four sittings of the Board before the hearings were concluded I think it important to review some of the events which preceded the appointment of the Board.

There has been, and still is, in existence between the company and Local 251, UAW-

CIO an agreement entered into under date of May 1, 1943, which provides for termination by either party and also provides for either party proposing amendments thereto.

The union did not terminate the agreement but under date of March 22, 1945, being within the time allowed by the agreement for either party to submit amendments to the other, the union wrote to the company stating in part, "Pursuant to an agreement signed May 1, 1943, and amended May 1, 1944, we are enclosing a contract to revise and amend the present contract."

The purported amendments enclosed in the letter consisted of a draft of an entirely new agreement. When the company and the representatives of the union met the company took exception, and has continued to take exception, to the course followed by the union on the ground that under the guise of negotiating amendments the union was endeavouring to negotiate an entirely new agreement without terminating the one presently existing.

During the negotiations that ensued a further completely new agreement was submitted by the union.

Finally at the first sitting of the Board the union submitted what purported to be a summary of the points in dispute. The company pointed out that many of these points had never been introduced by the union for discussion in the various negotiations which had taken place between the parties prior to the Board's first meeting.

I do not think the Regulations permit, nor were ever intended to permit, the procedure which has been followed by the union as outlined above, and I agreed with the company in the position it took at the opening of the first hearing that, in the circumstances, the Board should refuse to make any recommendations whatever. However, since the other members of the Board did not agree with me at that time we proceeded to hear the parties. I now deal with some of the matters considered by the Board.

Leaving out of consideration for the moment the question of check-off recommended by the other members of the Board and with which I will deal later, I wish to draw attention to the fact that notwithstanding that the parties have had almost three years' experience under the existing agreement the union was unable to support a single amendment proposed by it by some actual occurrence or event justifying or necessitating the particular amendment. This being so, I cannot attach much weight to the reasons advanced, before the Board, in support of such amendments when, after the experience of the parties under the agreement

over such a period of time, the union is unable to show any practical reasons for the amendments, save that of anticipating difficulty in the future.

I agree that Schedule 1 of the report of the majority of the Board sets out correctly the amendments and additions to the existing agreement to which the parties agreed before us and I proceed to deal with the points as paragraph numbered in Schedule 2.

2: I cannot subscribe to any form of check-off which has the effect of compelling an employee to pay dues to the union as a condition of his employment with the company. So much has been written on the subject of check-off that I think it unnecessary for me to deal with the matter at length. Even in connection with the recommendations made by the majority of the Board I wish to point out that the union's representatives stated that the union would not cease its efforts until it had secured a union shop.

I wish also to draw attention to the fact that this company is one of approximately half a dozen industrial plants located in Wallaceburg, which town has a population of about five thousand persons. Whatever may be stated in favour of compelling employees in a large industrial centre to pay dues to a union as a condition of employment, I do not think that any such compulsion should be used in a community of this size where the number of available employees is at all times limited. The result of any such requirement might be that the company would find it difficult to secure the necessary number of employees who were prepared to accept the check-off as a condition of employment. This possibility is rendered more likely by reason of the fact that the union claims as members only sixty-five per cent of the employees covered by the agreement.

3. The recommendation that paragraph 12 of the existing agreement be struck out is made no doubt for the purpose of consistency with the recommendation contained in paragraph 2 of Schedule 2 of the report of the majority of the Board. However, even for that purpose I think that paragraph 12 should merely be amended by deleting those provisions only which are inconsistent with proposed amendments to clause 4 of the existing agreement.

4. I am in accord with the recommendation proposed in this paragraph.

5. The existing paragraph 8(m) of the agreement reads as follows:—

8. (m) Promotions to higher paid jobs or better jobs with equal pay are based primarily upon merit and ability, but when all other things are equal, except in effecting promotions to supervisory positions, the employees having the greatest seniority will receive the preference.

I think that the principle expressed above is very important, i.e., that fundamentally a promotion should depend firstly on the individual's merit and ability and only in the case where the merit and ability, of the persons eligible for promotion, are equal should seniority become a factor. Since the principle involved is clearly stated in paragraph 8(m) as

it presently reads I see no necessity for a change in the wording.

All of which is respectfully submitted.

Dated at Windsor, Ontario, this 20th day of March, A.D. 1946.

(Sgd.) FRANK K. ELLIS,
Employer's Nominee.

Report of Board in Dispute between Welding Shop & Engineering Co., Ltd., Vancouver, B.C., and Local No. 1, Boilermakers & Shipbuilders' Union

On March 28, 1946, the Minister of Labour received the report of the Board of Conciliation the personnel of which was as follows: Mr. Clarence Darling, Vancouver, Chairman, appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Messrs. R. L. Norman and L. Anderson, both of Vancouver, appointed on the nomination of the employer and employees respectively.

Report of Board

To the Honourable the Minister of Labour, Ottawa.

Following the recommendation of R. G. Clements, a conciliation officer, in accordance with the provisions of P. C. 1003, a Board of Conciliation was duly constituted by orders of the Honourable the Minister of Labour, dated the 20th day of November, 1945, when Mr. R. L. Norman and Mr. Lawrence Anderson were appointed members of the Board on the recommendations of the employer and employees respectively, and they having failed to recommend a third person, the Honourable the Minister of Labour, by order dated the 12th day of December, 1945, appointed Mr. Clarence Darling, K.C., as "third" member of the said Board.

At a preliminary meeting of the Board held at Room 57, Commerce Building, Vancouver, B.C., on the 16th day of January, 1946, with Mr. N. de W. Lyons, Deputy Registrar of the British Columbia Department of Labour in attendance, the members were duly sworn. Mr. Darling was agreed upon as Chairman. The procedure to be followed was discussed and adopted and the first sitting for the hearing of evidence by, or submissions of, the parties was decided. The time and place appointed for the first meeting was the Board Room, Hall Building, Vancouver, B.C. at 10:00 o'clock in the morning on the 22nd day of January, 1946.

The Board, accordingly, met on the said 22nd day of January, 1946, at the Board Room in the Hall Building, Vancouver, B.C., and Walter S. Owen, K.C., and Mr. J. H. Ruddock represented the employer and Mr. Malcolm

McLeod and Mr. William White represented the Boilermakers' and Iron Shipbuilders' Union of Canada, Local No. 1, the certified bargaining representatives for the employees. The Conciliation Officer's report was read and discussed and the parties expressed themselves as being still unable to agree in respect of the two clauses in the proposed Agreement (namely, Sections 2 and 3) referred to by the Conciliation Officer in his report and the principles embodied therein, namely, the matter of Union Shop and Check-off of Union dues, respectively.

After some discussion it was suggested that the onus being more or less on the Union to satisfy the Board and the employer, that these terms of the disputed clauses be included in an Agreement, the Union should submit their representations and arguments in writing, and that the members of the Board and the representatives of the employer have a copy thereof, and the latter in turn would have the opportunity of replying thereto.

The Board convened the next day at 10:30 and the Union representatives presented a Memorandum of their submissions which were read and discussed at length. An endeavour was made by the members of the Board to have the parties come to a mutual understanding and had progressed to a point when it was thought that if a further adjournment were permitted, it would give an opportunity to the parties to enter into direct negotiations and discussion. With this in view, the hearing was adjourned until the 4th day of February, 1946.

On the 4th day of February, 1946, the Board again convened with the representatives of both parties present and it was at this meeting that the representatives of the employer produced a form of Agreement hereinafter referred to, a copy of which was marked as Exhibit 10. At this meeting the alternative of maintenance of membership arrangement was discussed and also the matter of seniority and as it again seemed a progress was being made towards a settlement, a further adjournment was agreed to, to give the Union representatives an opportunity of

examining said Exhibit 10, and of bringing in alternative suggestions unless, in the meantime by direct negotiation, an agreement might be arrived at.

As counsel for the employer intended to be absent from the City for some weeks, it was agreed between the parties that the hearing be adjourned until March 4, 1946, and the Board ordered an adjournment to said date accordingly.

On March 4, 1946, after extended discussion it was evident that the parties were at an impasse and that no extension of the hearing or of negotiations would serve any good purpose and the parties preferred to await the recommendations of the Board before negotiating further.

As the hearing proceeded, and as above indicated, it appeared that the employer had previously submitted an alternative draft form of Agreement which it had been willing to sign, but the Conciliation Officer does not appear to have referred to this document in his report.

The said draft agreement was produced before the Board and was filed as Exhibit No. 10 at the hearing on March 10th. This document had formed the basis of discussion and negotiation and a copy thereof is attached to this report.

The Union representatives were willing to agree to the adoption of the terms of said Exhibit 10 (hereinafter referred to as the "draft agreement") except the terms and wording of Article VIII, Section 1, but insisted that, in addition, a provision be inserted to the effect that all employees (present or future) who are, or who later become, members of the Union shall maintain their membership in good standing as a condition of continued employment, and also that with respect to hirings and lay-offs, preference be given to employees who are members of the Union.

The Union's objection to Article VIII (Seniority), Section 1, was with regard to the first sentence thereof which reads as follows:—

There shall be only one seniority list of the Company which shall include all classifications regardless of the crafts, departments and separate bargaining rights which may exist.

The employer's representatives offered to delete all the words after the word "classifications" in this sentence but insisted that the first part of the sentence should remain.

As an alternative the Union's representative submitted a "Seniority Clause" which was filed as Exhibit 9 and a copy is attached to this report. The employer's representatives strenuously objected to the last nine words of this clause, viz, "preference to be given to members of the Union"; and so far as the

remainder of this suggested clause was concerned they considered that the principle was already amply and clearly covered by Section 1 of Article VIII of the draft agreement already referred to.

With regard to a provision for "Maintenance of membership" and notice to be given to the employees in that regard, counsel for the employer, subsequent to the conclusion of the hearings, submitted to the Chairman of the Board a draft document containing a number of suggested clauses or provisions which would be acceptable to the employer. A copy is attached hereto and marked Exhibit 11.

When the Board met on the 9th instant to consider the arguments and what recommendations should be made, this last mentioned document was given very careful consideration and will be referred to in this report under the heading of "Recommendations." The Union representatives may or may not have seen a copy of said Exhibit 11—at all events they were not invited to express their views thereon as the Board did not consider that any useful purpose would be served either by having further arguments or representations; but preferred to meet and confer privately, and in considering the whole matter decided to utilize said Exhibit 11, as a basis on which to make their recommendations with respect to a "Maintenance of membership" provision as will later appear.

Having regard to the fact that one hundred per cent of the present employees are already members of the Union; the comparatively small number of employees in the employer's establishment; and the apparent favourable attitude of the management towards the Union, or better, towards craftsmen who are members of a Union; and generally the friendly and co-operative relationship which appears to exist in this particular establishment; the members of the Board are unanimous in the conclusion that the Recommendations hereinafter set forth should be made; with the reservation, however, that nothing therein contained is to be taken or understood as indicating any personal views, (or any change of personal views) of any individual member of the Board regarding Trade Unions, generally, or membership therein, or the advantages or benefits, or otherwise, of trade-unionship, "open shop", "closed-shop" or other principles or matters usually involved in collective bargaining. In other words the members of the Board in arriving at their conclusions herein have endeavoured to apply their minds to, and focus their attention upon, the particular facts, factors, and circumstances respecting

this employer and its employees. It is their apparent mutual desire to effect an agreement reasonably satisfactory to both—at all events for the present.

RECOMMENDATION

The Board unanimously recommends:—

That the employer and the Union enter into an agreement in the form and terms set out in the "draft agreement" (Exhibit 10) subject to the following modifications and additions:—

1. That Section 1 of Article VIII be amended by striking out the first sentence thereof and by inserting in lieu thereof the words "Rights of seniority shall be recognized and the following principle shall apply:—"
2. That Article 1 be amended by adding to the title thereof after the words "Bargaining Agency" the words "and Union Status" and by numbering the present clause "Section 1."
3. That said Article 1 be further amended by adding thereto, as Sections 2, 3 and 4 (a), (b) and (c), the clause set forth in the memorandum attached hereto and marked "Exhibit 11."

The Board does not see the necessity or advantage at this time of requiring this particular employer to expressly agree to any "check-off" provision, and accordingly does not recommend the inclusion of any such provision.

All of which is respectfully submitted this 26th day of March, A.D. 1946.

(Sgd.) CLARENCE DARLING,
Chairman.

(Sgd.) R. L. NORMAN,
Member.

(Sgd.) L. ANDERSON,
Member.

AGREEMENT

This agreement made this.....day of..... between the Welding Shop and Engineering Company Limited, 1600 Main St., Vancouver, B.C., hereinafter referred to as the "Company" of the first part and: Boilermakers and Iron Shipbuilders Union of Canada Local No. 1, Vancouver, B.C., hereinafter referred to as the "Union" of the second part

Witnesseth

Whereas it is the intent and purpose of the parties hereto that this agreement will promote and improve industrial and economic relationship between the Union and the Company, and to set forth herein the basic agreement covering rate of pay, hours of work, and conditions of employment to be observed between the parties hereto:

Now, therefore, in the consideration of the mutual covenants and agreements herein set forth, the Parties hereto mutually agree as follows:

Article I—Bargaining Agency

The Company agrees to recognize and bargain with the Union as the sole collective bargaining agency on behalf of its employees duly certified under Wartime Labour Relations Regulations P.C. 1003, dated February 14th, 1944.

Article II—Definition

The term Employee as used and for the purpose of this Agreement shall include all persons employed by the Company except and excluding those having authority to hire and fire, office workers, supervisory officials and salesmen.

Article III—Management

Section 1. The entire management of the company and the direction of the working forces are vested exclusively in the company and the Union shall not in any way interfere with these rights, provided however, that this will not be used to discriminate against members of the Union.

Section 2. The Foreman will decide which man to advance and endeavour to have the full co-operation of the Shop Steward.

Section 3. Any man selected for advancement and not proving competent, will be restored to his former occupation.

Article IV—Hours of work

Section 1. All employees must punch in and out of the yard or shop on the time clock number assigned to them. There shall be a warning whistle five minutes before quitting time on week-days for all shifts, and a warning whistle at noon on Saturday. After the warning whistle employees may make out time sheets and put away tradesmen's tools.

Section 3. The Company and the Union agree that the standard work day shall consist of eight (8) hours and that the standard work week shall consist of forty-four (44) hours, Monday to Saturday, on the first shift.

Section 4. If a second shift is employed, the hours of work shall be seven (7) hours per shift, for which shift payment shall be made as authorized by the Regional War Labour Board.

Section 5. Five shifts shall constitute a week's work on second and third shifts. All work after starting time on Saturday shall be paid double time.

Section 6. Time worked in excess of standard hours of work shall be considered as overtime, and overtime rates of pay shall be paid as follows: Time and one half for the first four hours after regular shift and double time thereafter.

Section 7. Double time shall be paid for Sundays and all Statutory Holidays so specified by the Federal or Provincial Governments.

Section 8. All employees called in to work and receiving less than 4 hours' work shall be paid for four hours. However, if four hours' work are not available on the regular job an employee shall not refuse to perform other work for the remaining period of time up to four hours.

Section 9. The starting and stopping time as well as the meal period shall be mutually arranged by the Company and the Union, it being understood that the meal period shall not be less than thirty (30) minutes nor more than one hour. If employees work during the lunch period, equivalent time off shall be arranged with their foreman.

Section 10. An interval of at least one full shift shall be allowed when employees are transferred from one shift to another.

Article V—Safety and Health

Section 1. Employees shall not be asked to work against wet paint if that can possibly be avoided.

Section 2. All painting shall be done after welding wherever possible.

Section 3. Any employee suffering injury while in the employ of the Company must report immediately to the First Aid Department or so soon thereafter as possible, and, also report to this Department on returning to work.

Section 4. A safety Committee shall be maintained representative of all departments in the plant, and the Union shall have equal representation with the Company on such Committee, provided that the total of the Committee shall not exceed six.

Section 5. The Company shall operate suitable ventilation equipment for removing fumes from confined spaces, and the employees shall undertake not to interfere with this operation.

Article VI—Vacations

All employees covered by this agreement shall be entitled to such annual vacations with pay as shall be prescribed by the National or Regional War Labour Board.

Article VII—Wages

Section 1. Classification and wage scales shall be those authorized by the War Labour Board.

Section 2. Time and one quarter will be allowed when men work on board ship under conditions for which shipyards have established this rate.

Section 3. Time and one quarter will be paid employees welding on galvanized pipe or other galvanized work.

Section 4. Any welder being asked to weld over dry paint, or any person being asked to burn off dry paint, shall be paid time and one quarter if in the opinion of the superintendent, foreman and shop steward same is justified.

Article VIII—Seniority

Section 1. There shall be only one seniority list of the Company, which shall include all classifications regardless of the drafts, departments, and separate bargaining rights which might exist. All other things being equal, length of continuous service with the Company shall be the determining factor governing promotions, layoffs, and re-employment after layoffs, providing the employee has the necessary qualifications such as skill, ability and training to do the work required. This clause applied to all positions filled by those defined by the term "employee" in this agreement.

Section 2. The seniority of any employee enlisting in, or being called into His Majesty's Forces, shall remain unimpaired by reason of such enlistment or call.

Article IX—Classification of work

Section 1. All angle work, flanging, jogging, press work, burning, drilling or bucking out

rivets shall be done by a mechanic of the trade or at a mechanic's rate of wages.

Section 2. In the event of any employee being temporarily employed at a higher paid class of work than his own, the full hourly rate of pay agreed to for such classification shall be paid.

Section 3. Any employee asked to do temporary work at a classification with a lower hourly rate of pay shall receive his usual rate of wages, provided the change of rate of pay shall be permissible after seven (7) days notice.

Article X—Grievance Procedure

Section 1. Individual grievances shall be adjusted and finally settled without stoppage of work as follows:

First: By negotiation between not more than two Shop Stewards of the Union and the Superintendent and Foreman.

Second: In the event that agreement between the aforesaid is not reached, then between the said bargaining representatives and the Management of the Company.

Third: If such differences are not adjusted within two weeks after such negotiations are begun, by submission of the matter to arbitration as hereinafter provided.

Section 2. All differences concerning the interpretation or violation of this agreement shall be adjusted between said bargaining representatives and the Management of the Company, and failing such adjustment as provided in the immediately preceding paragraph.

Article XI—Arbitration

Section 1. In the event of arbitration being required there shall be a Board of three arbitrators, one to be appointed by each party to this Agreement, and the third to be selected by the two as appointed. The party desiring arbitration shall appoint its arbitrator and shall give notice in writing to the other party of such appointment, together with a written statement of the question to be arbitrated. After receiving such notice and statement, the other party shall appoint an arbitrator and give notice in writing to the first party of such appointment within five (5) days.

In the event that the two arbitrators so appointed cannot, within five days, select a third arbitrator who is able and willing to serve, the two arbitrators shall jointly request the Minister of Labour, who is charged with the administration of the Labour Regulations applying to the industry in which the Company is engaged, to appoint a third arbitrator, who shall act as Chairman.

Section 2. The decision of the Board shall be by majority vote and all decisions will be final and binding upon the parties hereto.

Section 3. The provisions of the "Arbitration Act" of the Province of British Columbia, shall apply to any arbitration held under the terms of this agreement.

Section 4. Each party shall pay the expenses and charges of its representative on any Arbitration Board and shall bear in equal proportions the expenses and allowances of the Chairman and of stenographic and secretarial expense, and rent.

Article XII—Labour Management Production Committee

In the interest of efficient production, a Labour Management Production Committee shall be maintained. Representatives of all departments in the plant shall have equal representation with the management on such Committee. The total of the Committee shall be mutually agreed upon by the Management and the Union.

Article XIII—General Provisions

Section 1. No employee shall be paid off until he produces a receipt for all tools or any equipment (property of the Company) that may have been issued to said employee.

Section 2. The workman shall not be held responsible for any accidental breakage or loss of tools, the property of the Company, through no fault of his own, but every employee is charged with the responsibility of protecting the Company's property.

Section 3. The provisions of this agreement are subject at all times to all Government and Department orders and regulations affecting the matters dealt with herein.

Section 4. Wherever the word "Government" is used in this agreement it shall mean the Provincial Government of British Columbia, and wherever the word "Department" is used, it shall mean a Department of the Government.

Article XIV—Duration of Agreement

The Company and the Union mutually agree that this agreement shall be effective from

to thereafter from year to year unless written notice of contrary intention is given by either party to the other party by registered mail at least sixty (60) days prior to the expiration of any yearly period. Within ten (10) days after receipt of such notice, the parties to this agreement shall begin to negotiate. During the period of negotiations this agreement shall continue in full force and effect.

THE WELDING SHOP AND ENGINEERING CO. LTD. VANCOUVER, B.C.

BOILERMAKERS' & IRON SHIPBUILDERS' UNION OF CANADA LOCAL NO. 1)

EXHIBIT 11

(To follow Section 1 of Article 1)

2. All employees of the Welding Shop & Engineering Co. Ltd. shall be free to join or not to join any labour organization as they see fit.

The Company and the Union agree that they will not coerce or intimidate any employee or discriminate against any employee because of his membership or because of his non-membership in any labour organization.

3. Subject to the conditions hereinafter set forth all employees of the Welding Shop & Engineering Co. Ltd., who, at the expiration of the ten-day period of posting the notice hereinafter referred to, are members of the Union in good

standing in accordance with the Union's constitution and by-laws, and all present or future employees who subsequently become members of the Union during the term of this agreement, shall maintain their membership in good standing during the life of this agreement as a condition of employment.

4. (a) Any employee who is a member of the Union on the date of this agreement may voluntarily withdraw from the Union by resignation, as set out below, not later than midnight of the tenth day after the first posting of the notice hereinafter referred to. Accordingly the Company and the Union agree to the terms and conditions set out in the following joint notice. Moreover, they agree to post the said notice on all bulletin boards in the plant within five days after the execution of this agreement and to keep the said notice posted continuously for ten days thereafter.

NOTICE RE MEMBERSHIP IN BOILERMAKERS' & IRON SHIPBUILDERS' UNION OF CANADA,

LOCAL No. 1.

The Welding Shop & Engineering Co. Ltd. and Boilermakers' & Iron Shipbuilders' Union of Canada, Local No. 1, have agreed that all employees of the Company who are members of the Boilermakers' & Iron Shipbuilders' Union of Canada, Local No. 1 in good standing on

1946, must continue as members of the Union in good standing during the currency of this agreement as a condition of employment.

Any employee of the Company who is now a member of Boilermakers' & Iron Shipbuilders' Union of Canada, Local No. 1, and who does not wish to continue as a member under the terms stated above, may withdraw from the Union by submitting his resignation in writing to the Company and the Union not later than midnight,

1946. Employees who are in doubt as to whether or not they are now members of the Union should, without delay, consult the Company and the Union.

Employees who are not members of the Union may join the Union or not as they like but all present or future employees who become members of the Union on or after

1946. must continue as members during the currency of this agreement as a condition of employment. Dated and posted this day of March, 1946. Signed for the Company Signed for the Union.

(b) The Company and the Union agree that during the ten-day period in which the aforesaid notice shall remain posted, they will not attempt in any way whatsoever to influence any employee in making his decision as to whether or not he will remain in the Union or join the Union.

(c) Should a dispute arise as to whether or not a certain employee or employees are members of the Union in good standing at the expiration of the said ten day posting period the matter shall be referred to arbitration.

Report of Board in Dispute Between Hudson's Bay Company, Inc., Victoria, B.C., and Local 279, Retail Clerks' International Protective Assn.

On March 4, 1946, the Minister of Labour received the report of the Board of Conciliation, the personnel of which was as follows:—Mr. J. Howard Harman, appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Messrs. B. Patterson and J. P. Simon, appointed on the nomination of the employer and employees respectively.

Report of Board

The Honourable
The Minister of Labour,
Ottawa,
Canada.

Dear Sir:—

The Board confined its attention to clause 1 of the agreement proposed by the above Union on behalf of the employees as all other clauses had earlier been agreed to by the local Manager of the employer when this dispute was before the Conciliation Commissioner, and presumably the local Manager of the employer either has or will recommend the acceptance of the other clauses to his superiors.

The disputed clause is a request by the Union for Union security and in the form finally drafted before the Conciliation Commissioner reads as follows:—

1. All employees who are now members of the Retail Clerks' Union, Local 279 shall as a condition of employment maintain membership in good standing in the said Union. All employees hired after the signing of this agreement eligible for membership in said Union shall after a period of sixty (60) days, become members of the Union and maintain membership therein; provided, however, that this condition does not apply to payroll employees now in the Armed Forces returning to their former positions with the Company.

The Board dealt with this matter on a purely practical basis, exerting itself to find a recommendation which would be workable under the peculiar facts applicable to this matter, regardless as to whether the recommendation was completely justifiable on theoretic grounds, and regardless of the fact that the recommendation may or may not completely satisfy both sides.

Some of the factors influencing the Board were:—

- (a) That the Union has been and remains the certified bargaining representative of all employees, and the Company is required to deal with its employees through this Union;
- (b) That the Union has a record of stability sufficient to justify its being given a reasonable degree of security to enable it to do its work in this unusually difficult field of endeavour;

- (c) That the conditions of employment in this store are admittedly of a beneficial nature for the employees concerned, and that the employees in this store are probably working under better conditions than apply to the retail trade as a whole;
- (d) That excellent employer-employee relationship exists. The attitude of the management and of the Union gives reason to believe that a proper degree of Union security will tend to perpetuate rather than injure this condition. In any event it would not seem that solicitude on the part of the employer for his employees is inimical to Union membership and activity;
- (e) That the turnover of labour in the retail trade generally is extremely high. The estimates given by representatives of both parties varied from 33 per cent to 50 per cent per year. This, combined with the long delay (approximately 17 months), between certification of the Union and the bringing of this dispute before the Board, increased the difficulties of the situation.

In passing, the Board would suggest that future parties endeavour to avoid what occurred here. A substantial portion of the period of delay was consumed by reason of some suggestion that the Union should organize the Vancouver Hudson Bay Store so that the whole of the Province could be dealt with at one time. The Board is of the opinion that P.C. 1003 is intended as a summary mode of settlement of labour disputes, and respectfully suggests that when a dispute has come within the ambit of the order, any agreement between the parties to postpone the effect of the order can only have unfortunate effects.

At the time of the hearing the actual membership in the Union and the classification of this membership between old and new employees was a matter of conjecture only;

- (f) That a great many of the employees concerned in the labour turnover referred to above are extremely inexperienced both from the point of view of the employer and of the Union;
- (g) That some of the experienced and valuable employees concerned either have no background of Union activity, or perhaps are even anti-Union in thought;

(h) That Union initiation and membership fees would represent a financial strain on employees not likely to remain in the Company's employ or even in the retail trade for any considerable period.

Indirectly, of course, this would affect the Company's position in a competitive labour market;

(i) That the parties were agreed that some special provision should be made for returned men. The special provision recommended below did not seem to be intended by either party as a suggestion that men returning from the Armed Forces would be unwilling to work with the Union, but represented only an endeavour to protect the rights of such persons to make a free choice in the matter.

These and other factors impel the Board to recommend that the following be substituted in place of clause 1 in the material agreement (Exhibit 8); namely:—

1 (a) All employees who are now members or who hereafter become members of the Union shall as a condition of employment maintain membership in good standing during the term of this agreement;

1 (b) All employees hired after the date of this agreement (who are acceptable for membership) shall after a period of one year become and remain members of the Union in good standing. Provided, however, that this condition does not apply to payroll members now in the Armed Forces returning to employment with the Company or to any part-time or short-time employees;

1 (c) At date of employment each employee shall be given a written notice reading as follows:—

"You are entitled to become a member of the Retail Clerks' Union Local 279 if you so desire. The initiation fees at present are \$..... and the monthly membership fee \$..... If you become a member you must remain a member in good standing as a condition of your continued employment during the term of the existing agreement between the Company and the Union. Under this agreement the Union is the duly certified bargaining agent of the employees and will continue so to be so long as a majority of the employees are members of the Union or desire to have the Union act in such capacity. If this agreement is not terminated either by the Company or the Union prior to March 1, 1947, you will be required to become and remain a member of the Union at the end of the first year of employment. If for any reason you are not then acceptable for Union membership this condition will not apply to you."

(The wording, of course, may well be varied by the parties.)

1 (d) This agreement shall remain in force for two years unless terminated at the end of one year either upon

thirty (30) days' notice by either party or by certification showing that the Union is no longer the chosen bargaining agent of the employees.

The last sentence in the draft agreement should be varied so as to avoid conflict with clause 1 (c).

The nominee of the employer on the Board found himself unable to agree with the whole of the above recommendation, and is filing a minority report.

We are,

Yours respectfully,

(Sgd.) J. H. HARMAN,
Chairman.

(Sgd.) J. P. SIMON,
Member.

Minority Report

The Honourable
The Minister of Labour,
Parliament Buildings,
Victoria, B.C.

Dear SIR:

In association with the other members of the Board, I have given very careful consideration to the evidence submitted, to the arguments presented and to the supporting reasons adduced.

The only clause in the proposed agreement, Exhibit 8, to which either of the parties referred in their evidence or argument was Clause one (1) which reads:—

"All employees who are now members of the Retail Clerks Union, Local 279, shall as a condition of employment maintain membership in good standing in the said Union. All employees hired after the signing of this agreement eligible for membership in said Union shall after a period of 60 days become members of the Union and maintain membership therein, provided however, that this condition does not apply to payroll employees now in the Armed Forces returning to their former positions with the Company."

By the aforesaid Clause none of the present employees of the Company, not being members of the Union are required to become Union members, unless they do so voluntarily. The same condition applies to payroll employees in the Armed Forces returning to their former positions with the Company, so that only employees hired after the signing of the agreement are required to become members of the Union, after a period of sixty (60) days employment. These latter employees and employees who are at present members of the Union are the only persons affected by Clause 1.

I am definitely opposed to such a provision being included in any agreement between the

Company and the Union, because it eliminates personal decision on the part of all future employees and subjects him or her to dismissal if he or she should decide to withdraw from membership in the Union.

My associates on the Board, felt that future employees should not be required to join the Union until after the expiration of one (1) year in the employment of the Company. I do not feel that by extending the time within which future employees are to become mem-

bers of the Union overcomes my objection to the clause in question.

For these reasons I am opposed to recommending any form of Union security whatsoever.

All of which is respectfully submitted.

Dated at the City of Victoria at the Province of British Columbia, this 28th day of February, A.D. 1946.

(Sgd.) A. BLAIR PATERSON,
Member.

Report of Board in Dispute Between Pacific Café, New Westminster, B.C., and Local 28, Hotel and Restaurant Employees' Union

On February 28, 1946, the Minister of Labour received the report of the Board of Conciliation, the personnel of which was as follows:—Mr. J. Edwin Eades, Vancouver, appointed by the Minister in the absence of a joint recommendation from the other members of the Board, Messrs. W. M. Gilchrist and T. E. Parkin, appointed on the nomination of the employer and employees respectively.

Report of Board

To the Honourable
The Minister of Labour,
Ottawa, Ontario.

Sir:

By order dated the 24th day of January, 1946, the above mentioned dispute was referred to a Board of Conciliation and by order dated the same date Mr. J. E. Eades was appointed chairman of the said Board, Mr. W. M. Gilchrist and Mr. T. E. Parkin having been appointed on the recommendation of the employers and employees respectively. The Board met on the 2nd day of February, 1946. The members were duly sworn. The order appointing the Board and appointing the members were duly filed as exhibits 1 and 2 respectively. The oaths of the members of the Board were filed as exhibit 3 and the Board considered and adopted the rules of evidence and procedure to be followed. It was agreed that the first hearing of the parties should take place in the Board Room on Wednesday the 6th day of February, 1946 at the hour of 10:30 o'clock in the forenoon and that the chairman should notify the parties and the Provincial Department of Labour.

The Board met on the said 6th day of February with Mr. Gilbert Hogg appearing on behalf of Pacific Café, the employer, and Mrs. May Ansell, business agent and secretary of Local No. 28 Hotel and Restaurant Employees' Union, and Mrs. Emily Watts,

president of the said Local and international organizer appearing as bargaining agents for the employees.

Copy of the proposed agreement was filed as exhibit 4 and copy of the conciliation officers' report was filed as exhibit 5. Discussion took place and it was agreed that the sittings be adjourned to Friday, February 8, 1946 at 10:30 a.m., the bargaining agents then to present their case. It was further agreed that the life of the Board be extended to February 20.

The Board met on the 8th day of February, 1946 with Mr. Hugh McGivern appearing for the employer and Mr. Joe Sing, the employer, appearing in person and Mrs. Ansell and Mrs. Watts appearing on behalf of the employees. Mr. N. de W. Lyons, Deputy Registrar of the Provincial Department of Labour, was in attendance and acted as secretary.

The case for the employees was opened by Mrs. Watts and Mrs. Ansell continued and closed the case of the employees and Mr. McGivern cross-examined. The hearing was adjourned to Monday, February 11 at 9:30 a.m. and at this sitting Mr. McGivern completed his questions and submitted the case for the employer. In all twenty-two exhibits were filed by the parties. Before replying the Board felt that it was an opportune time to confer with the parties separately and following this the Board reconvened and the parties agreed to meet on Thursday the 14th day of February at Mr. McGivern's office with a view to resolving the difficulties between them in the light of what had been said and the suggestions of the Board.

The parties agreed to extend the life of the Board to the 7th day of March and that the next sittings should be held at the Board Room on Monday the 18th day of February at the hour of 10 o'clock in the forenoon.

The next sitting was accordingly held, the same representatives in attendance and sec-

tions 1 and 2 and 20 of the agreement were discussed, suggested clauses and counter clauses put forward and an agreement reached in all respects. The clauses as agreed upon were reduced to writing, typed and inserted in the agreement and the same was executed by the parties.

All of which this Board is pleased to respectfully report.

Report of Board in Dispute Between Corrugated Paper Box Company, Ltd., (Cartons Specialty, Ltd.) Leaside, Ont., and Paper Box and Specialty Workers' Union No. 466.

On March 13, 1946, the Minister of Labour received the report of the Board of Conciliation, the personnel of which was as follows:—His Honour Judge Egerton Lovering, Toronto, appointed on the joint recommendation of the other two members of the Board, Messrs. E. Macaulay Dillon and Bora Laskin, appointed on the nomination of the employer and employees respectively.

Report of Board

Honourable HUMPHREY MITCHELL,
Minister of Labour of Canada,
Ottawa, Ontario.

SIR:

The Board of Conciliation appointed by you in the above matter begs to report as follows.

The Board met with the parties in Toronto, and heard representations made on behalf of the Union by Mr. R. Brown, Provincial Representative, who was accompanied by Mr. W. F. Breen, Business Agent for Local No. 466; and representations made on behalf of the Company by Mr. J. C. Adams, K.C., counsel, who was accompanied by his assistant Mr. D. G. Pyle, and by Mr. J. A. Whealy, President and General Manager of the Company, and by Mr. W. F. Ireland, Plant Superintendent.

The dispute between the parties arose during the negotiation of the first renewal of a collective agreement between them. At the inception of their collective bargaining

Dated at Vancouver, B.C. this 21st day of February, 1946.

(Sgd.) J. E. EADES,
Chairman of the Board.

(Sgd.) T. E. PARKIN,
Member of the Board.

(Sgd.) W. M. GILCHRIST,
Member of the Board.

relations, which were voluntarily established, there were about 80 employees in the bargaining unit. Additions to the employment roll brought the number up to 125 as of the date of the hearings before the Board.

The Union requested of the Company that a provision for a union shop be embodied in the renewal collective agreement, and it was this request which was referred to the Board. The case for the Union, as presented to the Board, was framed as a request for a union shop, and alternatively, for a compulsory check-off. The Company opposed both.

There has been a cordial relationship between the parties, and their respective representations to the Board were made in a friendly and conciliatory spirit, so that it appeared that a disposition of the dispute satisfactory to both sides was not improbable. Accordingly, the Board made an effort in this direction and it is pleased to report that the parties agreed between themselves to compose their differences on the basis of a voluntary check-off.

All of which is respectfully submitted.

Dated at Toronto, this 11th day of March, 1946.

(Sgd.) EGERTON LOVERING,
Chairman.

(Sgd.) E. MACAULEY DILLON,
Employer's Nominee.

(Sgd.) BORA LASKIN,
Employee's Nominee.

Report of Board in Dispute between Toronto Graphic Arts Assn. & Master Printers & Bookbinders' Assn., Toronto, Ont., and Toronto Printing Pressmen & Assistants' Union No. 10

On March 11, 1946, the Minister of Labour received the report of the Board of Conciliation the personnel of which was as follows: Mr. L. W. Brockington, K.C., Ottawa, appointed on the joint recommendation of the other two members of the Board, Messrs. E. J. Soulsby and Bora Laskin, both of Toronto, nominees on the Board of the employer and employees respectively.

In the matter of the Wartime Labour Relations Regulations, P.C. 1003, and in the matter of a dispute between Toronto Graphic Arts Association and Master Printers' and Bookbinders' Association of Toronto (Employer), and Toronto Printing Pressmen & Assistants' Union, No. 10 (Employees).

Report of Board

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa.

The undersigned, being the members of the Board of Conciliation, have the honour to report as follows:—

The Board held a number of meetings in the City of Toronto with representatives of both parties, and also arranged a visit to a typical printing shop.

The two employers' organizations contain a number of individual members. The Master Printers Association, as a term of their membership, are pledged to the maintenance of the open shop.

For several years, the Union and the employers' organizations have met together, and negotiated an agreement which has formed the basis of working conditions in all shops controlled by the employers. The Board found it necessary for clarified thinking and ultimate decision to obtain the relevant facts concerning the number of employers included in the organizations, the number of employees in the various shops, and, as far as possible, up-to-date statistics of union membership in each shop. The matters in dispute have, by prior negotiation, been confined to three:

1. Union shop;
2. Employment of apprentices on rotary, 2-colour or multi-colour presses;
3. Employment of apprentice beginners on night shifts.

With reference to the question of union shop, it became obvious that even had the Board been so disposed, no decision on union security could be made in favour of the union in view of the multiplicity of employers and the differential conditions prevailing in the individual firms. As a matter of fact, on the basis of bargaining with the individual employers, the union, in a great many cases,

would be unable to establish their right to certification under P.C. 1003. The Board, therefore, is unanimous in rejecting this portion of the union's case. It has reason to believe that the union itself recognizes the present impossibility of granting its demand.

With reference to the other two matters in dispute, the Board is happy to announce that suggestions made by it for the wording of disputed clauses are acceptable to both sides. These two clauses will now read:

1. No apprentice beginner is to be employed in the place of a printer's assistant on a rotary, 2-colour or multi-colour press until he has completed at least two years of his apprenticeship; provided that this requirement shall not apply to returned servicemen coming into the trade from a recognized rehabilitation school.

2. No apprentice beginner shall be employed on a night shift until he has completed at least two years of his apprenticeship, unless every reasonable effort has first been exhausted to obtain other competent and efficient help and such help is not available.

In concluding its report, the Board would like to express its appreciation of the uniform courtesy afforded to it by the representatives of both sides, of the lucidity of the arguments advanced, and of the mutual goodwill between employer and employee which seems to prevail in this great industry. Although the position is complicated by the multiplicity of employers and the variation in types of labour, the Board believes that the continued relationship of both parties seeking to obtain, and succeeding in obtaining a satisfactory working code is of the greatest benefit to the industry as a whole, and to the interests of both parties to this discussion.

(Sgd.) E. J. SOULSBY,
Member.

(Sgd.) BORA LASKIN,
Nominee of Employees.

(Sgd.) LEONARD W. BROCKINGTON,
Chairman.

Report of Board in Dispute between MacLean and Weir, Limited, Vancouver, and Local No. 1, Boilermakers & Shipbuilders' Union

On March 28, 1946, the Minister of Labour received the report of the Board of Conciliation the personnel of which was as follows: Mr. Clarence Darling, Vancouver, Chairman, appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Messrs R. L. Norman and L. Anderson, also of Vancouver, appointed on the nomination of the employer and employees respectively.

In the matter of the Wartime Labour Relations Regulations, P.C. 1003, and of a dispute between MacLean Weir Limited, Employer, and Local No. 1, Boilermakers' and Iron Shipbuilders' Union, Employees.

Report of Board

To the Honourable the Minister of Labour, Ottawa.

Following the recommendation of R. G. Clements, a conciliation officer, in accordance

with the provisions of P.C. 1003, a Board of Conciliation was duly constituted by orders of the Honourable the Minister of Labour, dated the 20th day of November, 1945, when Mr. R. L. Norman and Mr. Lawrence Anderson were appointed members of the Board on the recommendations of the employer and employees respectively, and they having failed to recommend a third person, the Honourable the Minister of Labour, by order dated the 12th day of December, 1945, appointed Mr. Clarence Darling K.C., as "third" member of the said Board.

At a preliminary meeting of the Board held at Room 57, Commerce Building, Vancouver, B.C., on the 16th day of January, 1946, with Mr. N. deW. Lyons, Deputy Registrar of the British Columbia Department of Labour, in attendance, the members were duly sworn. Mr. Darling was agreed upon as Chairman. The procedure to be followed was discussed and adopted and the first sitting for the hearing of evidence by, or submissions of, the parties was decided. The time and place appointed for the first meeting was the Board Room, Hall Building, Vancouver, B.C., at 10:00 o'clock in the morning on the 21st day of January, 1946.

The Board, accordingly, met on the said 21st day of January, 1946, at the Board Room in the Hall Building, Vancouver, B.C., and Mr. J. H. Ruddock represented the employer and Mr. Malcolm McLeod and Mr. William White represented the Boilermakers' and Iron Shipbuilders' Union of Canada, Local No. 1, the certified bargaining representatives for the employees. The Conciliation Officer's report was read and discussed and the parties expressed themselves as being still unable to agree in respect of the two clauses in the proposed Agreement (namely, Sections 2 and 3) referred to by the Conciliation Officer in his report and the principles embodied therein, namely, the matter of Union Shop and Check-off of Union dues, respectively.

After some discussion it was suggested that the onus being more or less on the Union to satisfy the Board and the employer, that these terms of the disputed clauses be included in an Agreement, the Union should submit their representations and arguments in writing, and that the members of the Board and the representatives of the employer have a copy thereof, and the latter in turn would have the opportunity of replying thereto.

The Board convened again on the 23rd day of January, 1946, at 2:30 o'clock in the afternoon with Mr. Walter S. Owen, K.C., present as representing the employer. The Union representatives presented a memorandum of their submissions which was read and discussed at length. An endeavour was made by the members of the Board to have the parties come to a mutual understanding and had progressed to a point when it was thought that if a further adjournment were permitted, it would give an opportunity to the parties to enter into direct negotiations and discussion. With this in view, the hearing was adjourned until the 4th day of February, 1946.

On the 4th day of February, 1946, the Board again convened with the representatives of both parties present and after some considerable discussion the hearing was further adjourned to March 4th, at which time Mr. Owen on behalf of the employer, reported that MacLean Weir Limited had sold its entire plant and was no longer an employer of the employees represented by the bargaining agents herein and that it was not concerned in negotiating an agreement with the parties who were no longer their employees.

The Union representatives agreed that if this were so there was no need to proceed further herein and that as a matter of record they asked that a letter to the foregoing effect be filed by the employer and a copy sent to them. This was duly done, which terminated this matter. The letter from the employer (Exhibit 12) verifying the fact that it had sold its plant to another proprietor, and dated the 5th day of March, 1946, is attached hereto, along with the other exhibits filed in this matter.

In view of the circumstances the members of the Board considered it would be unnecessary to give further details of the hearings and proceedings and trust that this short report will meet with the approval of the Honourable Minister of Labour.

Respectfully submitted, this 26th day of March, 1946.

(Sgd.) CLARENCE DARLING,
Chairman.

(Sgd.) R. L. NORMAN,
Member.

(Sgd.) L. ANDERSON,
Member.

Report of Board in Dispute Between Willards Chocolates, Limited, Toronto, Ont., and Local 264, Factory Bakers' Union

On March 19, 1946, the Minister of Labour received the report of the Board of Conciliation, the personnel of which was as follows:—His Honour Judge Egerton Lovering, Toronto, appointed by the Minister in the absence of a joint recommendation from the other members of the Board, Messrs. E. M. Dillon and H. Orlicke, appointed on the nomination of the employer and employees, respectively.

Report of Board

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ont.

Re: Wartime Labour Relations Regulations, P. C. 1003, and re Willards Chocolates, Limited, Toronto, Ont., and Local 264, Factory Bakers' Union.

SIR:

The Board of Conciliation appointed by you in this matter had five sessions, on the 4th of January, the 10th of January, the 30th

of January, the 12th of February and the 26th of February, all in the year 1946.

The parties were represented generally as follows: for the Company, J. C. Adams, K.C., Counsel and C. E. Spooner, Manager; for the Union J. Warwick and Charles Aumiller, International Representatives of the Union, John Madsen and Annie Downey, members of the Bargaining Committee and George Hollett, Business Agent of the Local Union.

Your Board is pleased to report that with the active co-operation of the parties, it was able to settle amicably all the points in dispute and that the Board is so advised by letters from the parties.

All of which is respectfully submitted.

(Sgd.) EGERTON LOVERING,
Chairman.

(Sgd.) HERBERT ORLIFFE,
Board Member.

(Sgd.) E. MACAULEY DILLON,
Board Member.

Report of Board in Dispute Between Cranbrook Cartage and Transfer Co., Cranbrook, B.C., and Local 1-405, Int. Woodworkers of America

On March 18, 1946, the Minister of Labour received the report of the Board of Conciliation, the personnel of which was as follows:—Mr. C. J. Little, Cranbrook, appointed on the joint recommendation of the other two members of the Board, Messrs. J. M. Falkins and H. Murphy, appointed on the nomination of the employer and employees respectively.

Report of Board

The Board is recommending that both parties sign this agreement as a temporary agreement, and both parties agree now that in view of the district wide negotiations at the coast affecting the main logging and saw-mill operations, this agreement shall be deemed to contain all provisions determined as a result of those negotiations. And we recommend to both parties to enter into

negotiations that would bring these new provisions, that the union and management have in mind, now. While working under the present agreement which shall be binding until all avenues have been thoroughly explored, and agreements sought whereby this agreement shall continue into effect as of the date of signing for one year.

(Sgd.) CHARLES J. LITTLE,
Chairman.

(Sgd.) HARVEY MURPHY,
Member.

(Sgd.) JACK M. FALKINS,
Member.

The appended agreement contained clauses alluding to: Wages, hours of work, adjustment of grievances, arbitration, safety and health, vacations with pay and seniority. When it has been signed by both parties it will be printed in a later issue of the LABOUR GAZETTE.

Activities under the Conciliation and Labour Act and Order in Council P.C. 4020

OFFICERS of the Industrial Relations Branch dealt with 14 industrial disputes during the month of March, involving 5,352 work people employed in 28 separate establishments. Of these, 11 were new disputes which originated during the month and 3 were situations which had been untrminated as of January 31, and received further attention in February. These disputes were dealt with under the provisions of the Conciliation and Labour Act and under Order in Council P.C. 4020. They were thus distinct from and in addition to the Conciliation proceedings described on previous pages, which developed under the Wartime Labour Relations Regulations.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, N.B., and Glace Bay, N.S. The territory of the two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario and work in close collaboration with the Provincial Conciliation Service; two officers in Montreal are assigned to the Province of Quebec and two officers resident in Fredericton, N.B., and Glace Bay, N.S., represent the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of the Industrial Relations and staff are situated in Ottawa.

Industries

MANUFACTURING

Vegetable Foods	1
Metal Products	4
Tobacco and Liquor	1
Printing and Publishing	1
Textile, Clothing Products, etc	1

CONSTRUCTION

Building and Structures	1
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TRANSPORTATION

Water	2
Electric Railways & local bus lines	1
Miscellaneous	1

Nature or Dispute or Situation

Strike or Lockout	5
Threatened strike	3
Arbitrations	3
Requests for services of commissioners	3

Predominant Cause or Object

Increased wages	1
Increased wages and reduced hours	1
Increase in wages and other changes	1
Reduced hours	1
Other causes affecting wages and working conditions	3
Discharge of workers for Union membership or activity	3
Discharge of workers for other than Union questions	3

Disposition

Strikes terminated by mediation or other departmental action	1
Threatened strike averted by mediation	2
Decision rendered in Arbitration ..	2
I.D.I. Commission appointed under Section 5, P.C. 4020	3
Special Commissioner appointed ..	1
Dispute called off; no further action required	1
Referred to Provincial authorities	1
Disposition pending	3

Method of Settlement

Conciliation or mediation	4
Direct negotiations	1
Arbitration	2
Administrative action	3
Settlement Pending	4

Brief summaries of some of the cases of chief interest follow:—

Metal Workers, Galt, Ont.—Early in March a request was received from the Minister of Labour for Ontario for the appointment of an Industrial Disputes Inquiry Commission under the provisions of Section 5 of P.C. 4020 to investigate a charge that the Canadian Brass Company, Limited, Galt, Ontario, had dismissed an employee for the reason that he was a member of or working on behalf of Local 2890, United Steelworkers of America. On March 11th, the Minister of Labour appointed His Honour Judge Samuel Factor of Toronto to conduct an investigation. The Commissioner reported that the reason given by the Company for the dismissal of the worker was that he caused dissension among the employees, but that this was not supported by the evidence. It might be true that dissension or difference of opinion asserted itself when the local union was organized but the evidence did not establish that the worker in

question was the one who caused such dissension—rather it was the organization of the union, the interest of which the worker admittedly tried to promote. There was evidence that the discharged employee during working hours discussed with a number of other employees the matter of joining the union. Such discussions were of short duration and did not interfere substantially with the man's own work or the work of the employees with whom he talked.

The Commissioner expressed the opinion that, although an employee is prohibited during working hours from actively persuading other employees to join a union, this does not prohibit an employee from discussing this subject with others as long as it does not impede or interfere with the work of the Company or cause dissension or dissatisfaction among the employees. He found that the discharged worker did not during working hours actively persuade others to join the union. He found that the man was dismissed for the reason that he was working on behalf of the union and recommended his reinstatement. Early in April, the Minister of Labour ordered the Company to reinstate the employee in his former position and to reimburse him for wages lost from the time of his wrongful dismissal until his reinstatement.

Confectionery Workers, London, Ontario—Pursuant to a request by the Minister of Labour for Ontario, the Federal Minister of Labour on March 18th, 1946 appointed Magistrate J. A. Hanrahan of Windsor, Ontario, as an Industrial Disputes Inquiry Commission to deal with charges that McCormicks Limited, London, Ontario, dismissed eight employees because of union membership and activity. The Commissioner reported early in April that the employees had failed to establish their claims that they had been discriminated against and that the charges should be dismissed.

Steelworkers, Hamilton, Ontario—On March 5th the Department received a copy of a decision rendered in arbitration by Dr. Alexander Brady, of the University of Toronto, who had been appointed by the Minister of Labour as the independent chairman of an Arbitration Committee to deal with a dispute between the Steel Company of Canada, Hamilton, Ontario, and Local 1005, United Steelworkers of America. The issue was that a change in the shift schedule of the labour department of the plant involved some men working on Sunday as part of their standard working week of six days without getting overtime pay for the work on Sunday. The union claimed that such work on Sunday without overtime pay was contrary to the

collective agreement between the parties. The company contended that it was not required to pay overtime rates for Sunday work unless such work was something beyond the standard working day and standard working week. The Arbitrator decided that the claim of the union was not sustained by the terms of the existing agreement.

Packinghouse Workers, Various Provinces—The March issue of the *LABOUR GAZETTE* contained a brief summary of the agreement reached between Canada Packers, Limited, Burns and Company, Limited, and Swift Canadian Company, Limited, and the United Packinghouse Workers of America as the result of mediation by the Honourable Mr. Justice S. E. Richards, of Winnipeg, who acted as an Industrial Disputes Inquiry Commission. As a result of the satisfactory settlement of the dispute Orders in Council were adopted revoking as of March 17, 1946, the government control which had been set up over various plants of the three companies. The control was established in October, 1945, as a result of the threat of a strike at that time, and was exercised through Mr. J. G. Taggart, Chairman of the Dominion Meat Board, as Controller assisted by seven Deputy Controllers in different areas.

Metal Products Workers, Fort William, Ont.—During March the Department received copies of two awards of a Committee of Arbitration established by the Minister of Labour on joint request of the parties to deal with disputes between the Canadian Car and Foundry Company Limited, Fort William, Ontario, and Lodge 719, International Association of Machinists. Both controversies related to the dismissal of employees. In one case the Arbitration Committee rendered a unanimous report recommending the reinstatement of a man who was discharged for allegedly sleeping on the job while in charge of a machine. In the second case the employee had been dismissed for breaking a company rule with regard to eating during working hours. A majority of the Arbitration Committee found that the company was justified in discharging the man as he had been warned on a previous occasion about breaking shop rules.

Newspaper Printers, Winnipeg, Manitoba—The December, 1945, and February, 1946, issues of the *LABOUR GAZETTE* contained reports of a dispute between the Winnipeg Free Press Company Limited and the Southam Company Limited (Winnipeg Tribune Division) and the Winnipeg Typographical Union No. 191. The proposal made by the Minister of Labour during January that the dispute should be submitted to a Board of Conciliation

established by him was rejected by the publishers. On March 6th the Minister of Labour appointed Mr. William D. Card, K.C., of Portage La Prairie, Manitoba, as an Industrial Disputes Inquiry Commission to confer with the parties and endeavour to effect a settlement. In the event of the Commissioner being unable to secure a settlement, he was instructed to make recommendations to the Minister of Labour as to the manner in which the dispute should be determined. His report had not been received at the end of the period under review.

Insulating Products Workers, Mimico, Ontario—Early in March 1946, the Minister of

Labour received a request from the Minister of Labour for Ontario for the appointment of an Industrial Disputes Inquiry Commission to investigate the dismissal of an employee of the Pneumatic Insulating Company, Mimico, Ontario, allegedly because of union membership and activity on behalf of the International Union of Operating Engineers. On March 8th His Honour Judge James Parker, of Toronto, was appointed to conduct an investigation under the provisions of Section 5 of Order in Council P.C. 4020. The Commissioner found that the employee in question was not dismissed because he was a member of the union or for any union activity.

Collective Agreements and Wage Schedules

Recent Collective Agreements

COLLECTIVE agreements received in the Department are outlined in the *LABOUR GAZETTE* from month to month. Because of limitation of space it is not possible to include all agreements received. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included.

Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

Manufacturing: Rubber Products

ST. JEROME, P.Q.—DOMINION RUBBER COMPANY LTD. AND RUBBER WORKERS FEDERAL UNION, LOCAL 144.

Agreement to be in effect from April 14, 1945, to April 16, 1946, and thereafter subject to 60 days' notice. This agreement is similar to the one summarized in the *LABOUR GAZETTE*, May, 1944, p. 634, with the following exceptions—Hours of night work: 10 per night Monday through Friday or 9 per night Monday through Friday, 5 on Saturday, a 50-hour week; if requirements necessitate continuous production, 8 hour shifts 6 days per week will be worked. Overtime: all time worked in excess of regular hours, Sundays (except as part of regular shift), or other regularly assigned day off and any of 11 specified holidays will be paid for at time and one-half. Vacation: one week with pay equal to 2 per cent of earnings for the previous year for employees with one year's seniority; two weeks with pay equal to 4 per cent of earnings for the year to employees with ten years' seniority.

MONTREAL, P.Q.—DOMINION RUBBER COMPANY LIMITED (PAPINEAU PLANT AND RUBBER REGENERATING DIVISION) AND THE DISTILLERY RECTIFYING BREWERY AND WINE WORKERS INTERNATIONAL UNION OF AMERICA (SYNTHETIC RUBBER WORKERS LOCAL 78).

Agreement to be in effect from July 26, 1945, to July 26, 1946, and thereafter, subject to 60 days' notice. The company recognizes the union as the exclusive bargaining agent for all eligible employees. Check-off: company will, upon authorization from individual members, deduct from the pay of union members monthly their union dues and remit same to the union.

Hours of work: 10 per day or night Monday through Friday, a 50-hour week; continuous operations—8 per day, 6 days a week, a 48-hour week or 12 per day, 5 days a week and every

third week 4 days. Overtime: all time worked in excess of regular hours, on Saturdays and Sundays (except when part of regular shift) and assigned days off and seven specified holidays shall be considered as overtime and paid for as such. Vacation: one week with pay after one year's service with the company, two weeks with pay after 10 years' service.

On all 8-hour shift operations where no stop for lunch is allowed, employees will be given a premium of $\frac{1}{4}$ of an hour. Two ten-minute rest periods will be allowed on all shifts.

Provision is made for payment for waiting time, seniority rights and grievance procedure.

TORONTO, ONT.—GUTTA PERCHA AND RUBBER LIMITED AND UNITED RUBBER WORKERS OF AMERICA, LOCAL 136.

Agreement to be in effect from May 16, 1945, to May 15, 1946, and thereafter subject to 30 days' notice. The company recognizes the union as the sole and exclusive collective bargaining agent for all eligible employees. Check-off: the company agrees to make arrangements for union members who so authorize to have their union dues deducted from their pay cheques monthly and remitted to the union.

Hours of work: day workers—9 per day Monday through Friday, 5 on Saturday, a 50-hour week; night shift workers—10 per night Monday through Friday, a 50-hour week (except shoe strippers who work 9 per night Monday through Friday and 5 on Sunday); multiple shift workers—8 per shift, 6 days a week, a 48-hour week. Overtime: time and one-half for all work in excess of regular hours, for work on Sundays (except as part of regular shift) and for work on any of six specified statutory holidays and two additional days if proclaimed holidays by the city. Vacation: one week with pay after one year's service with the company, two weeks with pay after 25 years' service.

Wage rates: job classifications and the ranges of base rates and average hourly earnings applicable to each will be according to the brief submitted to the Regional War Labour Board to the extent confirmed by the decision of the Board. Off shift bonus will be paid as follows—permanent night workers, 5 cents per hour extra, two shift operators on second shift normally ending 7 a.m., 2.5 cents per hour extra, three shift operators on third shift normally ending 7 or 8 a.m., 1.7 cents per hour extra.

Provision is made for seniority rights and grievance procedure.

HAMILTON, ONT.—FIRESTONE TIRE AND RUBBER COMPANY OF CANADA LTD. AND UNITED RUBBER WORKERS OF AMERICA, LOCAL 113.

Agreement to be in effect from October 17, 1945 to October 17, 1946, and thereafter subject to two months' notice. The company recognizes the union as the sole collective bargaining agency for all eligible employees. Check-off:

the company agrees to deduct union dues from the pay of union members who so authorize and remit same to union.

Hours of work and overtime rates of pay: subject to the approval of the Regional War Labour Board all hours worked in excess of regular shift hours will be paid for at time and one-half. Approved rates of pay shall be paid for all work performed on Sundays and eight specified holidays.

Vacation: employees with one year's service with the company are eligible for one week with pay equal to 2 per cent of previous annual earnings.

Wage rates: the present base rates, hourly rates and differentials shall remain in effect during the term of the agreement, subject to the right of either party at any time during the first two months from date of agreement to either jointly or separately apply to the Regional War Labour Board for a revision of those or any rate coming within the certified bargaining unit.

Provision is made for seniority rights and grievance procedure.

Manufacturing: Animal Products

KITCHENER, ONT.—BURNS AND Co. (EASTERN) LIMITED AND PACKINGHOUSE BUTCHERS AND ALLIED FOOD WORKERS UNION OF CANADA, LOCAL 90.

Agreement to be in effect from December 4, 1945, with supplementay agreement December 10, 1945, retroactive to November 1, 1945, to December 4, 1946, and thereafter from year to year subject to 30 days' notice. The company recognizes the union as the sole collective bargaining agency for all eligible employees. Check-off: the company agrees to deduct union dues monthly from the pay of union members who so authorize and remit to the union. Maintenance of membership: any employee who is a union member in good standing or who becomes a union member shall as a condition of continued employment maintain such membership during the term of the agreement, except during the last 15 days when a member may withdraw from the union.

Hours of work: supplementary agreement reduces basic weekly hours from 48 to 45 and the guaranteed minimum from 40 to 37½ hours' pay, including those weeks in which a statutory holiday occurs. The schedule of daily hours shall be arranged by the company and the union. Overtime: time and one-half shall be paid for all hours worked in excess of the daily hours so arranged, or in excess of 45 hours in any one work week, including shift workers who may be required to work 48 hours in a week; double time shall be paid for work on Sundays (except as part of regular shift), an employee's regular day off and pay of six specified paid statutory holidays.

Vacation: one week with pay to employees with one year's service with the company, two weeks with pay to employees with five years' service, and three weeks for female employees with 15 years seniority. Wage rates shall be increased by 6.8 per cent (supplementary agreement retroactive to November 1, 1945), so that weekly "take home" pay will be the same for 45 hours as formerly for 48 hours. Each employee on a night shift shall be paid a premium of 50 cents for each night worked after 12 midnight.

Provision is made for seniority right and grievance procedure.

ST. BONIFACE AND WINNIPEG, MAN.—CANADA PACKERS LIMITED AND UNITED PACKINGHOUSE WORKERS OF AMERICA, LOCAL 216.

Agreement to be in effect from June 1, 1945, to November 1, 1945, and thereafter from year to year subject to 30 days' notice. This agreement is similar to the one previously in effect and summarized in the LABOUR GAZETTE, August, 1944, p. 1003, with the following notable additions—Check-off: the company agrees to deduct monthly, from employees' pay, union dues upon authorization and remit same to union. Maintenance of membership: any employee who is a member of the union in good standing or who later becomes a union member shall as a condition of continued employment with the company maintain such membership for the duration of the agreement, however, during the 15 days immediately following the term of the agreement, union members may resign from membership in the union.

SASKATOON, SASK.—INTERCONTINENTAL PORK PACKERS LTD. AND UNITED PACKINGHOUSE WORKERS OF AMERICA, LOCAL 248.

Agreement to be in effect from July 31, 1945 to July 30, 1946, and thereafter subject to 60 days' notice. Supplementary agreement agreed to November 28, 1945. The company recognizes the union as the exclusive collective bargaining agency for all eligible employees. Check-off: the company agrees to deduct union dues monthly from the pay of employees who so authorize and remit same to the union. Maintenance of membership: any employee who is or later becomes a union member, as well as all new employees, must as a condition of employment maintain union membership in good standing. No employee shall be subjected to any penalties against his application for membership or reinstatement as a member in the union except as may be provided in the constitution of the by-laws of the union.

Hours of work: Monday through Friday, one day of 9 hours, four days of 8½ hours, 5 hours on Saturday, a 48-hour week (supplementary agreement of November 28, 1945, reduces the hours from 48 to 45 per week, guaranteed minimum weekly hours reduced from 40 to 37½ per week including weeks in which a statutory holiday occurs). Overtime: time and one-half for all work in excess of the regular hours. Double time for work on Sundays (except as part of regular hours) and six specified statutory holidays. Vacation: one week with pay after one year's service, two weeks with pay after five years' service, three weeks with pay for females after 15 years' service and for males after 20 years' service.

Hourly wage rates: Males 59½ cents per hour, boys under 18 and females 48½ cents per hour. (Supplementary agreement increases above rates by 6.8 per cent, retroactive to November 10, 1945, bringing weekly earnings for 45 hours up to previous earnings for 48 hours.) Provision is made for seniority rights and grievance procedure.

Manufacturing: Textiles and Clothing

MONTREAL, P.Q.—DRESS MANUFACTURERS' GUILD AND INTERNATIONAL LADIES' GARMENT WORKERS' UNION, DRESSMAKERS' LOCAL 262 AND DRESSCUTTERS' LOCAL 205.

Agreement in effect from April 1, 1945 to April 1, 1946, renews with certain changes the 1944 agreement. The employer recognizes and acknowledges the union as the agent and rep-

representative of the members of the union. Closed shop; the employers shall maintain union shops in their factories during the term of the agreement and shall employ none but union members in good standing.

Hours of work: 8 per day Monday through Friday, 5 on Saturday, a 44-hour week. Overtime: a total not exceeding 8 hours in each week during first four working days shall be permitted provided that not more than 2 hours overtime is worked in any one day.

Vacation: one week with pay to employees who have been with their present employer since the first week in January and have been employed in a union shop in the industry for a year.

Minimum weekly wage rates: operators, sample makers \$21.56; pressers—male, \$33, female, \$23.32, assistant \$15.40; finishers \$17.05; examiners \$16.50; general hands \$15.40; special machine operators \$15.40 and \$19.50; drapers \$20 increased to \$22 effective April 1, 1945; cutters—skilled \$42.35 increased to \$45.35 April 1, 1945, semi-skilled \$32.35 increased to \$35.35 April 1, 1945; apprentices first six months \$8.25, second six months \$9.65, third six months \$11.25, fourth six months \$12.25. No piece work prices may be fixed which do not yield a rate of pay equal to the above minimum rates. No home work is permitted. A rest period of 15 minutes during each afternoon shall be allowed without pay deductions.

Manufacturing: Printing and Publishing

TORONTO, ONT.—CANADIAN LITHOGRAPHERS' ASSOCIATION AND AMALGAMATED LITHOGRAPHERS OF AMERICA, LOCAL 12.

Agreement to be in effect from January 18, 1946, to December 31, 1947, and thereafter from year to year subject to 60 days' notice. This agreement is similar to the one previously in effect for several cities and summarized in the *LABOUR GAZETTE*, August 1944, p. 1003, with the following exceptions: This agreement applies to Toronto only. Hours of work to be 43 per week during 1946 and 42 per week during 1947. Three specified statutory holidays will be paid for at regular time rates when not worked. Hourly wage rates, subject to the approval of the Regional War Labour Board, are increased 3 cents per hour for 1946 except the following: Art Department—drug label work, poster (letterers); Camera Department—operators (commercial); Plate Making Department—commercial transferers, vacuum frame and contact negative operators producing original and proving plates and press plates with frame sizes up to and including 23 x 35, stone polishers and plate grainers; all of which are increased 2 cents per hour; journeymen pressmen groups 1 to 6 increased to \$.75-\$1.52, group 7 (four colour presses) increased from \$1.45-\$1.65 to \$1.48-\$1.69; press feeders and feeder operators increased from 43-53 cents to 46-54 cents during first year, from 46-65 cents to 49-67 cents during second year, from 50-76 cents to 52-78 cents thereafter; on 4-colour sheet fed presses 36 x 48 or over, feeder operators increased 2 cents per hour; apprentices in art, camera and plate making departments increased from \$.23-\$1.01 to \$.28-\$1.03. During 1947 further increases of from 1 to 4 cents per hour, subject to the approval of the Regional War Labour Board, shall be effective.

Manufacturing: Metal Products

HAMILTON, ONT.—AMERICAN CAN COMPANY AND FEDERAL LABOUR UNION, LOCAL 23,886.

Agreement to be in effect from October 23, 1945, to October 22, 1946, and thereafter from year to year subject to 60 days' notice. The company recognizes the union as the sole collective bargaining agency for all eligible employees. Check-off: The company agrees to deduct upon voluntary authorization by the employee union dues from his weekly pay and remit same to the union monthly.

Hours of work: 9 per day, 45 per week. Overtime: time and one-half for all work in excess of the above hours, double time for work in excess of 12 hours per shift, and for all work on Sundays and any of eight specified holidays. Vacation: subject to approval of Regional War Labour Board, the vacation plan as set forth in an appendix to the agreement will be effective January 1, 1946.

Wage rates and job classifications as contained in an appendix to the agreement shall, subject to the approval of the Regional War Labour Board, be effective during the term of the agreement. A premium of 5 per cent will be paid for all work performed on regularly scheduled afternoon shifts which begin on or after 1 p.m. and end on or before midnight. A premium of 10 per cent shall be paid for all work performed on regularly scheduled night shifts extending past midnight.

Provision is made for seniority rights and grievance procedure.

Transportation and Public Utilities: Electric Railways and Local Bus Lines

HAMILTON, ONT.—THE HAMILTON STREET RAILWAY COMPANY AND THE AMALGAMATED ASSOCIATION OF STREET AND ELECTRIC RAILWAY AND MOTOR COACH EMPLOYEES OF AMERICA, DIVISION No. 107.

Agreement to be in effect from October 1, 1945, to September 30, 1946, and thereafter subject to 60 days' notice. This agreement is similar to the one summarized in the *LABOUR GAZETTE*, December 1944, p. 1513 with the following additions. Check-off: The company agrees to deduct union dues monthly from the pay of employees who so authorize and remit same to union. Vacation: all employees with 15 years' continuous service with the company shall be granted two weeks' vacation with 12 days' pay at 8 hours per day. Employees with one year's service and less than 15 years have one week's vacation. Employees who have worked less than 1,800 hours in the previous calendar year may have vacation with pay based on average weekly earnings for the previous calendar year instead of on the 8-hour day.

Service: Recreational

VANCOUVER, NEW WESTMINSTER AND OTHER TOWNS IN BRITISH COLUMBIA — ODEON THEATRES OF CANADA LIMITED, FAMOUS PLAYERS CANADIAN CORPORATION LTD., AND CERTAIN INDEPENDENT THEATRES, AND INTERNATIONAL ASSOCIATION THEATRICAL STAGE EMPLOYEES AND MOTION PICTURE MACHINE OPERATORS, B.C. LOCAL 348 (PROJECTIONISTS).

Agreement to be in effect from September 1, 1945, to August 31, 1947.

Hours of work: in urban theatres—6 per day, a 36-hour week; in suburban theatres, 4 per day, Monday through Friday, 7 on Saturday, a 27-hour week; one theatre in New Westminster, 5 per day, a 30-hour week. Overtime: all work in excess of regular hours (not counting the 30 minutes immediately preceding the regular opening time daily which will be given for maintenance work only) up to midnight shall be calculated in one minute periods and paid for at straight time rates, after midnight time and one-half rate to prevail. All Sunday work in-

cluding Sunday midnight matinees shall be paid for at double time rate. All special shows or previews at time and one-half with a minimum of \$5 per man. An annual vacation with pay will be granted the projectionists according to the schedule in effect.

Wage rates—Greater Vancouver and New Westminster for 36-hour week \$53.20 to \$61, for 30-hour week \$41.40 and \$49.80; for 27-hour week \$42.93 to \$49.68; outside greater Vancouver and New Westminster, for 27-hour week \$40.60 to \$46.45.

Collective Agreement Act, Quebec

Recent Proceedings Under the Act

IN Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship and certain conditions made binding throughout the Provinces or within a certain district, on all employers or employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for filing objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Further information concerning the legislation is given in the *LABOUR GAZETTE*, January, 1943, page 86, Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

Recent proceedings under the act include the extension of four new agreements, the amendment of six others, and the correction of two Orders in Council already published. All of these are noted below. Requests for the amendment of the agreements for barbers and hairdressers at Quebec and hospital employees at Sherbrooke were published February 23. A correction of a notice of amendment for the printing trades agreement at Quebec was also published February 23. Requests for the amendment of the barbers and hairdressers' agreements at Montreal and St. Hyacinthe, and for the retail stores agreement at Quebec were gazetted March 2. Requests for the amendment of the retail trade agreement at Jonquière and wholesale food stores agreement at Quebec, for the amendment of the hardware and paint industry agreement at Quebec, retail trade at

Quebec, building materials industry for the province and bakers at Quebec were published March 9. Requests for the amendment of the agreements for garage employees at Quebec, religious institution employees at St. Hyacinthe, building trades at both Three Rivers and Hull and tannery industry for the province were gazetted March 16. (Corrections: In January it was shown that a request had been published for a new agreement for the building materials industry, for the province—this should have been a request for the extension of a new agreement for the woodwork and wooden furniture industry at Ste. Agathe. In February it was shown that a request had been published for a new agreement for the building trades industry at Quebec; this should have been for the sash and door industry at Quebec.)

Orders in Council were also published approving or amending the constitution and by-laws of certain joint committees and others approving the levy of assessment on the parties.

Manufacturing: Wood Products

WOODWORK AND WOODEN FURNITURE INDUSTRY, STE. AGATHE.

An Order in Council, dated February 21, and gazetted March 2, makes obligatory the terms of a new agreement between J. T. Cloutier, A. Z. Construction Company, Limited and P. Lafontaine and "La Fédération nationale catholique des Métiers du Bâtiment et des Matériaux de Construction", "Le Syndicat catholique de la Construction de Ste-Agathe". Agreement to be in effect from March 2, 1946 to March 1, 1947, and thereafter from year to year until notice. Territorial jurisdiction comprises the town of Sainte-Agathe-des-Monts and the parish of Sainte-Agathe.

Hours: 59-hour week except for watchmen, stationary engineers and firemen. Overtime between 6 p.m. and 10 p.m. is payable at time and one-half; between 10 p.m. and 7 a.m. at double time.

Minimum wage rates: foremen 60 and 80 cents per hour; benchman in the shop 60 and 70 cents; skitcher and drawer \$1.25; moulding shaper and slicker operator, floor wood surfac-

ing machine operator, operators of band-saws, jig-saws, splitting machine, grooving planes, etc. 50 cents; labourer 40 cents; millwright 70 cents; floor wood sorter 55 cents; truck driver \$24 per week; boiler fireman, clerk bookkeeper \$25 per week; stationary enginemans \$30; watchman \$18; apprentices from 25 cents per hour during first year to 45 cents in third year. No piece-work.

FURNITURE INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated February 21, and gazetted March 2, makes obligatory the terms of a new agreement, between "La Fédération catholique nationale du Meuble" and The Association of Furniture Manufacturers (Quebec). Agreement to be in effect from March 2, 1946 to March 1, 1947 and thereafter from year to year until notice. Territorial jurisdiction comprises: Zone I, the island of Montreal, Zone II, the province of Quebec, excepting regions comprised in Zones I and III, Zone III the county of Chicoutimi, the city of Rivière-du-Loup, and municipalities with less than 3,000 population according to the last Dominion census, provided establishments do not employ more than 50 workmen.

Hours: Zone I, 9-hour day, 4 on Saturday, a 49-hour week; employees engaged in shipping, maintenance and repair, 55-hour week, boiler firemen and stationary enginemens 56-hour week; Zones II and III, 10-hour day, 55-hour week, boiler firemen and stationary enginemens 56-hour week. Overtime is payable at time and one-half, double time on Sundays and six specified holidays in Zone I. This is not applicable to boiler firemen, stationary enginemens, watchmen, truck drivers and helpers on trucks.

Wage rates: Zone I—minimum 30 cents per hour, average 53½ cents; Zone II—minimum 25 cents, average 47 cents; Zone III—minimum 25 cents, average 40 cents. Vacation: one week with pay after one year's service.

SASH AND DOOR INDUSTRY, QUEBEC.

According to the request published January 12, and Order in Council dated March 9 and gazetted March 16 is published amending the previous Orders in Council in this industry (L.G., March, 1945, p. 349).

Hourly wage rates: bench joiner in the shop 70 cents, machine joiner in the shop 65 cents, junior journeyman joiner (one year) 60 cents, stationary enginemans (maximum of 72 hours per week) 55 cents, machinist 63 cents, common labourers 50 cents, machine operators (first six months) 50 cents, machine operators (after six months) 55 cents, machine operators' helpers (under 18 years) 25 cents, (18 years and over) 40 cents, shipper and receiver 55 cents, tractor operator, truck driver 53 cents, carter 50 cents. Another amendment does not affect the summary already given.

Manufacturing: Paper and Paper Products

PAPER BOX MANUFACTURING (UNCORRUGATED) PROVINCE OF QUEBEC.

An Order in Council, dated February 23, and published March 9, amends the previous Orders in Council for this industry (L.G., August, 1945, p. 1197, October, p. 1520; March, 1946, p. 317) by the addition of four employers as co-contracting parties to those of the parties of the first part.

PAPER BOX MANUFACTURING (CORRUGATED) PROVINCE OF QUEBEC.

An Order in Council, dated March 9, and published March 16, amends the previous Orders in Council for this industry (L.G., August, 1945, p. 1193 and previous issues).

Minimum rates of wages: taping machine operator and stitching machine operator 42 and 47 cents per hour.

Manufacturing: Printing and Publishing

PRINTING TRADES, MONTREAL.

An Order in Council, dated February 28, and gazetted March 9, extends the term of the previous Orders in Council for this industry (L.G., Feb., 1946, p. 187, and previous issues) to May 1, 1946.

Manufacturing: Metal Products

GARAGE EMPLOYEES, SHERBROOKE.

A correction was published February 23 of Order in Council (L.G., March, 1946, p. 317 and previous issues.) This correction does not affect the summary previously given.

Construction

BUILDING TRADES, MONTREAL.

An Order in Council, dated March 9, and gazetted March 16, extends the term of the previous Orders in Council for this industry (L.G., Feb., 1946, p. 187, and previous issues) to May 1, 1946.

Service: Business and Personal

BARBERS AND HAIRDRESSERS, SHERBROOKE.

An Order in Council, dated March 9, and gazetted March 16, replaces the previous Orders in Council for this industry (L.G., March, 1946, p. 318 and previous issues). Territorial jurisdiction for the barber trade is enlarged to include the town of Mégantic and to the village of Disraëli and within a radius of 5 miles from their limits. Territorial jurisdiction for male and female hairdresser trades comprises the city of Sherbrooke and the territory comprised in a radius of 10 miles from its limits, and to the town of Mégantic and the territory comprised in a radius of 5 miles from its limits.

Hours of barbers: Disraëli 52½-hour week; Mégantic 59-hour. Hours for hairdressers: Sherbrooke, 8½ on Monday, 8 on Tuesday and Thursday, 9 on Saturday, and no limit on Wednesday and Friday; Mégantic 9-hours Monday, Tuesday, Wednesday and Thursday, 5 on Saturday, no limit Friday and eves of holidays.

Minimum wage rates: female hairdressers \$12.50 per week, \$2.50 per day, plus 10 per cent of receipts of their work. Vacation—one week with pay.

Service: Municipal

MUNICIPAL EMPLOYEES (INSIDE) QUEBEC.

An Order in Council dated February 23, and gazetted March 9, makes obligatory the terms of a new agreement between the City of Quebec and "Le Syndicat professionnel des Fonctionnaires municipaux de Québec, inc.". Agreement to be in effect to April 30, 1946, and thereafter from year to year until notice.

The decree governs the functions of permanent and regular employees of the City, with the exception of department heads and employees appointed by the Assessment Office.

Hours: permanent and regular employees 6½-hour day, 4 on Saturday. However, during the summer months 5½-hour day, 3 on Saturday. Overtime is payable at \$1 per hour, for employees, \$1.25 for group heads or similar functions, \$1.50 for higher officers and professional men.

Salaries with annual increases of \$100—clerk grade 3, \$940 to \$1,440; junior helpers in laboratories \$1,145 to \$1,545; watchmen, elevator men, labourers \$1,245 to \$1,445; clerk, exterior service, storemen \$1,485 to \$2,085; clerk grade 2, surveyor's helpers, draftsmen grade 2, assistant postmaster, checkers for public works \$1,470 to \$1,770; janitor, inspector, crier of the court, ambulance men, supervisor of commercial establishments \$1,475 to \$1,875; senior helpers in laboratory, assistant chief gardener \$1,580 to \$1,880; instrument men for public works \$1,690 to \$2,195; clerk grade 1, ushers, postmaster, accounting machine operators, snow inspector, secretary of the fire commissioner, judicial photographer, storeman municipal shop \$1,800 to \$2,100; assistant paymaster, inspectors of buildings, secretary for police and fire departments \$1,810 to \$2,310; technician in laboratory \$1,915 to \$2,315; chief gardener, chief electrician, invoice clerk \$2,020 to \$2,320; accountants \$2,030 to \$2,530; detec-

tives \$2,130 to \$2,430; sergeant detectives (permanent May 1, 1943) no clothing allowance \$2,465 to \$2,865; judicial investigator \$2,665 to \$3,165; chief of detectives, assistant chiefs of Placement, Unemployment and Works Offices \$2,900 to \$3,200.

MUNICIPAL EMPLOYEES (OUTSIDE) QUEBEC.

A correction of Order in Council published March 16, relating to this industry (L.G., January, 1946, p. 52). This correction does not affect the summary already given.

FIREFIGHTERS, QUEBEC.

An Order in Council, dated February 21, and gazetted March 2, makes obligatory the terms of a new agreement, between the City of Quebec and L'Union nationale Catholique des employés du département du feu de Québec, inc. Agreement to be in effect until April 30, 1946 and thereafter from year to year until notice.

Hours: will be divided into 2 shifts and relay will take place every 24 hours. No overtime pay. Firemen called to a fire outside the city will be paid 50 and 75 cents an hour.

Weekly wage rates: firefighters \$25 to \$35.50; lieutenant, lieutenant-instructor \$37.50; captain, captain-instructor, prevention captain, chief mechanic \$40; inspectors \$30 and \$32. Vacation—20 days with pay every year.

Provision is made for sick leave and supplying of uniforms.

Trade Union Membership in United Kingdom

THE total membership (including members of overseas branches) of trade unions in the United Kingdom at the end of 1944 was about 8,024,000, showing a decrease of 79,000, or 1.0 per cent, as compared with the end of the previous year.

The totals for the last fifteen years are contained in the following table.

of 4,758,000; the top 16 have three-fifths of the membership. The main groupings are: metals, machines, conveyances, etc., 1,617,000; transport and general labour, 1,810,000; coal mining, 698,000; Government, 884,000; railway service, 566,000; building, woodworking, etc., 4,510,000.

Year	No. of Unions at end of Year	Membership at end of Year		
		Males	Females	Total
		000's	000's	000's
1930	1,121	4,049	793	4,842
1931	1,108	3,859	765	4,624
1932	1,081	3,698	746	4,444
1933	1,081	3,661	731	4,392
1934	1,063	3,854	736	4,590
1935	1,049	4,106	761	4,867
1936	1,036	4,495	800	5,295
1937	1,032	4,947	895	5,842
1938	1,024	5,127	926	6,053
1939	1,008	5,258	973	6,231
1940	989	5,463	1,082	6,545
1941	981	5,723	1,374	7,097
1942	975	6,122	1,676	7,798
1943	970	6,228	1,875	8,103
1944	946	6,219	1,805	8,024

The concentration of union strength is illustrated by the fact that 12 unions, each with a membership of between 50,000 and 100,000 have a total membership of 953,000 and 16 with over 100,000 each a membership

The Trade Union Congress at the end of 1944 possessed a membership of 6,575,654. At the end of 1943 trade unions affiliated with the Labour party had a membership of 2,237,307.

Canadian Vocational Training

THE following types of projects are now carried on under Canadian Vocational Training by the Dominion Department of Labour in co-operation with the Provincial Governments:—

- (1) The vocational and pre-matriculation training of discharged members of the Forces.
- (2) Training of apprentices.
- (3) Retraining of workers released from employment.
- (4) Training of foremen and supervisors.
- (5) Training of young people and assistance to students.
- (6) Dominion financial assistance to the province for vocational schools.

Cumulative Enrolment

From its inception up to February 28, 1946 the gross enrolment in all types of projects has been 477,013 made up as follows:

Full-time Pre-Employment classes for war industry	108,430
Part-time Classes for persons employed in war industry.....	35,256
Full-time Plant Schools in industry..	38,000
Industrial Supervisors and Foremen..	111,016
R.C.A.F. Tradesmen	65,214
Army Tradesmen	49,262
Navy Tradesmen	9,056
Discharged Members of the Forces..	51,524
University Students	9,255

Training of Discharged Members of the Forces

The number of new trainees enrolled during the month in all categories of training (6,485 men and 478 women) was substantially less than the corresponding number enrolled during the month of January, but on February 28 the enrolment in all types of training reached the high point up to the present, namely, 31,409 men and 1,923 women. During the month a substantial number of new classes and courses were started at different training centres throughout the country, but the main effort was concentrated on endeavouring to obtain the machine tools, hand tools and other items of equipment that were absolutely essential to the giving of adequate and thorough training in the centres and classes already opened.

A shortage of housing accommodation is making it necessary for Canadian Vocational Training to assume responsibility for the provision of messing and dormitory accommodation for veterans under training at many centres, such as, North Sydney, Windsor, Pictou, Moncton, Brockville, Kitchener, and Hamilton.

Arrangements have now been completed throughout the country, by which the active

co-operation of the National Employment Service will be given in connection with training veterans on the job in industry. Officials of the Employment Service Office will conduct publicity and propaganda work with the employers with whom they are in touch, and will locate suitable training opportunities in industry for veterans, both men and women. The Department of Veterans Affairs will be notified of all such opportunities and representatives of Canadian Vocational Training will arrange for the individual training contracts with the employers concerned, and will be responsible for all subsequent supervision and follow-up when veterans are placed for training.

There has been a substantial increase across the country in the number of veterans enrolled for training in the building and construction trades. On February 28 there were 3,960 veterans enrolled for training in schools and a further 1,520 indentured to employers in the building and construction trades. Enrolments when checked with the estimated requirements for apprentices in the building trades, as recently drawn up by the National Joint Conference Board of the Building and Construction Industry, shows a distinct lack of balance between the enrolments and the anticipated requirements. In general throughout the country, there is a shortage of veterans enrolling as plasterers, painters and decorators, and in some provinces as carpenters. On the other hand, there is an excess enrolment in most provinces for electricians and plumbers, and for sheet metal workers in some provinces.

In order to help determine the extent of the training facilities that should be provided for various occupations for veterans, regional surveys are being conducted. The object of these is to find out, if possible, the anticipated requirements for various types of occupations in each area, and on the basis of the information, thus obtained, allocate the training accommodation in proper proportion among the different occupational groups concerned. In these surveys the Employment Service Office, the Department of Veterans Affairs and Canadian Vocational Training are uniting and are seeking assistance and information from employers and trade union groups.

Training of Apprentices

The special classes for civilian apprentices in the building and construction trades have been held in most provinces for a period of two or three months, commencing in January. The enrolment in these classes shows a substantial increase over the enrolments of previous years.

REHABILITATION TRAINING IN SCHOOLS APRIL 1, 1945 TO FEBRUARY 28, 1946

	NUMBERS IN TRAINING			PLACED IN EMPLOYMENT	COMPLETED BUT NOT REPORTED PLACED	WITHDRAWALS
	From April 1/45 to Feb. 28/46	Enrolled in Feb.	At End of Feb.	From April 1/45 to Feb. 28/46	From April 1/45 to Feb. 28/46	From April 1/45 to Feb. 28/46
Dominion Summary						
Men.....	21,199	3,714	15,617	2,367	406	2,812
Women.....	2,794	389	1,644	542	97	514
Total.....	23,993	4,103	17,261	2,909	503	3,326
Prince Edward Island						
Men.....	73	17	50	6	8	8
Women.....	14	1	9	2	3	1
Total.....	87	18	59	8	11	9
Nova Scotia						
Men.....	847	56	725	47	1	74
Women.....	57	9	53	2	.....	2
Total.....	904	65	778	49	1	76
New Brunswick						
Men.....	942	175	736	77	2	129
Women.....	86	17	49	13	1	23
Total.....	1,028	192	785	90	3	152
Quebec						
Men.....	4,008	886	3,176	188	76	568
Women.....	444	48	295	69	6	74
Total.....	4,452	934	3,471	257	82	642
Ontario						
Men.....	8,110	1,508	6,253	887	152	818
Women.....	914	143	563	148	37	166
Total.....	9,024	1,741	6,816	1,035	189	984
Manitoba						
Men.....	2,513	283	1,584	262	91	576
Women.....	328	30	161	70	3	94
Total.....	2,841	313	1,745	332	94	670
Saskatchewan						
Men.....	1,265	215	848	239	25	153
Women.....	238	48	149	52	11	26
Total.....	1,503	263	997	291	36	179
Alberta						
Men.....	1,975	302	1,345	253	20	357
Women.....	352	60	165	100	22	65
Total.....	2,327	362	1,510	353	42	422
British Columbia						
Men.....	1,466	182	900	408	31	129
Women.....	361	33	200	86	14	63
Total.....	1,827	215	1,100	494	45	192

REHABILITATION TRAINING OF DISCHARGED MEMBERS OF THE FORCES
TRAINING ON THE JOB IN INDUSTRY
APRIL 1, 1945 TO FEBRUARY 28, 1946

(Subject to Revision)

	NUMBERS IN TRAINING			COM- PLETIONS	WITH- DRAWALS
	From April 1/45 to Feb. 28/46	Enrolled in Feb.	At End of Feb.	From April 1/45 to Feb. 28/46	From April 1/45 to Feb. 28/46
Dominion Summary					
Men.....	8,171	1,225	6,269	833	1,069
Women.....	137	25	81	22	34
Total.....	8,308	1,250	6,350	855	1,103
Prince Edward Island					
Men.....	70	9	46	11	13
Women.....					
Total.....	70	9	46	11	13
Nova Scotia					
Men.....	169	21	147	17	5
Women.....	5		3	2	
Total.....	174	21	150	19	5
New Brunswick					
Men.....	143	24	106	21	16
Women.....	4		2	1	1
Total.....	147	24	108	22	17
Quebec					
Men.....	1,300	197	964	123	213
Women.....	16	3	10	1	5
Total.....	1,316	200	974	124	218
Ontario					
Men.....	3,715	582	3,083	224	408
Women.....	56	13	44	4	8
Total.....	3,771	595	3,127	228	416
Manitoba					
Men.....	850	111	653	91	106
Women.....	3			2	1
Total.....	853	111	653	93	107
Saskatchewan					
Men.....	365	43	255	60	44
Women.....	3	1	2	1	
Total.....	368	44	257	67	44
Alberta					
Men.....	676	81	395	125	156
Women.....	26	6	10	7	9
Total.....	702	87	405	132	165
British Columbia					
Men.....	883	157	620	155	108
Women.....	24	2	10	4	10
Total.....	907	159	630	159	118

REHABILITATION TRAINING IN CORRESPONDENCE COURSES AND PRE-MATRICULATION CLASSES
 APRIL 1, 1945 TO FEBRUARY 28, 1946

	NUMBERS IN TRAINING			COM- PLETIONS	WITH- DRAWALS
	From April 1/45 to Feb. 28/46	Enrolled in Feb.	At End of Feb.	From April 1/45 to Feb. 28/46	From April 1/45 to Feb. 28/46
Dominion Summary					
Correspondence... { Men.....	671	79	556	30	85
{ Women.....	3	1	1	1	1
Pre-Matriculation { Men.....	12,863	1,467	8,967	2,673	1,224
{ Women.....	268	64	197	39	31
Total.....	13,805	1,610	9,721	2,743	1,341
Prince Edward Island					
Correspondence { Men.....	4		4		
{ Women.....					
Pre-Matriculation { Men.....	101	5	92	8	1
{ Women.....	1	1	1		
Total.....	106	6	97	8	1
Nova Scotia					
Correspondence { Men.....	11	4	8	2	1
{ Women.....					
Pre-Matriculation { Men.....	155	17	105	25	25
{ Women.....	5	2	4	1	
Total.....	171	23	117	28	26
New Brunswick					
Correspondence { Men.....	4				4
{ Women.....					
Pre-Matriculation { Men.....	256	33	191	50	15
{ Women.....	4		4		
Total.....	264	33	195	50	19
Quebec					
Correspondence { Men.....	82	4	56	3	23
{ Women.....					
Pre-Matriculation { Men.....	1,204	23	1,074	85	45
{ Women.....	2		2		
Total.....	1,288	27	1,132	88	68
Ontario					
Correspondence { Men.....	350	59	311	7	32
{ Women.....	1			1	1
Pre-Matriculation { Men.....	5,738	868	3,967	1,168	604
{ Women.....	101	22	73	19	8
Total.....	6,190	949	4,351	1,194	645
Manitoba					
Correspondence { Men.....	51	3	46	1	4
{ Women.....					
Pre-Matriculation { Men.....	1,622	177	956	457	209
{ Women.....	59	17	46	4	9
Total.....	1,732	197	1,048	462	222
Saskatchewan					
Correspondence { Men.....	51	6	43	5	3
{ Women.....	1			1	1
Pre-Matriculation { Men.....	1,316	217	915	266	135
{ Women.....	42	18	30	3	9
Total.....	1,410	241	988	275	147
Alberta					
Correspondence { Men.....	65	1	49	3	13
{ Women.....	1		1		
Pre-Matriculation { Men.....	1,486	122	1,000	341	145
{ Women.....	24	1	15	7	2
Total.....	1,576	124	1,065	351	160
British Columbia					
Correspondence { Men.....	53	2	39	9	5
{ Women.....					
Pre-Matriculation { Men.....	985	5	667	273	45
{ Women.....	30	3	22	5	3
Total.....	1,068	10	728	287	53

*Activities of Unemployment Insurance Commission**

Analysis of Claims and Benefit for February—Insurance Registrations— The Fund—Decisions of Umpire

FOR the first time since last October, the number of claims for Unemployment Insurance Benefit showed a decline in February over the number registered in the preceding month. A total of 59,098 claims was filed in February as against 71,932 in January and 14,990 in February 1945.

At the same time, the number of live claims at the end of February increased by 16,045 over the figure for the end of January. Totals of live claims were 161,997 (130,061 males and 31,936 females) at February 28; 145,952 (116,504 males and 29,448 females) at January 31 and 29,692 (21,706 males and 7,986 females) at February 28, 1945. It would seem, therefore, that in spite of the reduction in cases of unemployment, those already unemployed are not securing employment any more easily than in the past few months.

During February, 62,717 claims were adjudicated at Insurance offices, 49,464 being considered entitled to benefit and 13,253 not entitled to benefit.

A total of 139,222 persons received one or more benefit payments aggregating \$5,902,879 for 2,901,809 compensated unemployed days during February. This compares with 102,718 persons paid \$4,493,252 for 2,193,317 days in January and 23,062 persons paid \$822,490 for 422,873 days during February 1945.

The average amount of benefit paid per beneficiary was \$42.40 in February, \$43.74 in January and \$35.66 in February 1945. The

average amount of benefit paid per compensated day of unemployment was \$2.03 in February, \$2.05 in January and \$1.95 in February 1945.

Unemployment Insurance Fund

Total Employer—Employee contributions during February 1946 amounted to \$4,808,847.73 compared with \$4,614,084.34 in the same month last year.

The upward trend in benefit payments continued during February when a new high figure of \$5,932,374.96 was reached. This represents an increase of \$1,440,293.71 over the figure for January. In February last year benefit payments amounted to \$821,052.62.

The net increase to the Fund during February this year amounted to \$401,996.21.

Insurance Registrations

Reports received from Local Offices of the Unemployment Insurance Commission showed that as at February 28, 1946, 3,155,758 employees were issued with Insurance books and had made contributions to the Fund at one time or another since April 1, 1945, an increase of 52,817 since January 31, 1946.

As at February 28, 1946, 158,470 employers were registered as having insurable employees, an increase of 2,432 since January 31, 1946.

Registrations to February 28, 1946 by regions are given in Table 1.

TABLE 1.—REGISTRATIONS TO FEBRUARY 28, 1946

Region	Employers Registered (Live File)	Insured Persons Registered
Maritimes.....	12,281	241,889
Quebec.....	42,668	942,896
Ontario.....	58,091	1,239,058
Prairie.....	29,631	444,173
Pacific.....	15,799	287,745
Total for Canada.....	158,470	3,155,758

* Statistics (including tables) are based on returns supplied by the Unemployment Insurance Commission and the Dominion Bureau of Statistics.

TABLE 2.—NUMBER OF PERSONS FILING CLAIMS FOR UNEMPLOYMENT INSURANCE BENEFIT IN LOCAL OFFICES FEBRUARY, 1942 TO FEBRUARY, 1946

	1942	1943	1944	1945	1946
January.....		4,637	11,751	20,412	71,932
February.....	663	4,822	12,284	14,990	59,098
March.....	4,124	5,046	10,667	13,307	
April.....	2,925	3,953	6,463	8,430	
May.....	2,799	2,027	4,654	8,825	
June.....	4,629	1,772	3,226	10,857	
July.....	2,668	1,087	3,106	10,886	
August.....	1,855	1,370	3,241	20,557	
September.....	1,118	1,013	3,715	40,473	
October.....	1,058	1,475	6,222	36,717	
November.....	1,748	2,896	11,798	53,325	
December.....	3,337	6,562	13,770	57,612	
Total.....	26,924	36,660	90,897	296,391	131,030

TABLE 3.—CLAIMS FOR UNEMPLOYMENT INSURANCE BENEFIT BY PROVINCES, FEBRUARY, 1946

Province	Claims Filed at Local Offices			Disposal of Claims (including claims pending from previous months)		
	Total	Initial	Renewal	Entitled to Benefit	Not Entitled to Benefit	Pending
Prince Edward Island.....	250	223	27	204	81	182
Nova Scotia.....	2,444	1,795	649	2,392	580	1,280
New Brunswick.....	1,329	1,148	181	1,296	477	607
Quebec.....	18,787	15,176	3,611	16,625	5,635	9,065
Ontario.....	22,751	17,873	4,878	16,041	3,899	7,346
Manitoba.....	2,869	2,371	498	2,733	639	1,004
Saskatchewan.....	1,412	1,194	218	1,275	323	249
Alberta.....	2,139	1,809	330	2,120	413	485
British Columbia.....	7,117	5,983	1,134	6,778	1,206	2,087
Total, Canada, February, 1946.....	59,098	45,572	11,526	49,464	13,253	12,335
Total, Canada, January, 1946.....	71,932	60,385	11,547	57,383	13,377	24,698
Total, Canada, February, 1945.....	14,990	12,456	2,534	13,834	3,154	5,318

TABLE 4.—CLAIMANTS NOT ENTITLED TO UNEMPLOYMENT INSURANCE BENEFIT WITH CHIEF REASONS FOR NON-ENTITLEMENT

Reasons for Non-Entitlement	Month of February, 1945	Month of February, 1946	Cumulative Total for Fiscal Year ending March 31, 1946
Insufficient contributions and not in insurable employment.....	1,312	8,122	32,293
Not capable of and not available for work.....	50	190	1,055
Loss of work due to a labour dispute.....	20	12	3,734
Refused offer of work and neglected opportunity to work.....	173	82	704
Discharged for misconduct.....	309	823	4,693
Voluntarily left employment without just cause.....	1,156	3,250	18,462
Other reasons (1).....	134	774	3,156
Total.....	3,154	13,253	64,097

(1) These include: Claims not made in prescribed manner; claimants not unemployed; failure to carry out written directions claimants being in class "O" contributions; claimants being inmates of prisons, etc.

TABLE 5.—NUMBER OF PERSONS RECEIVING UNEMPLOYMENT INSURANCE BENEFIT, AMOUNT OF BENEFIT PAID, FEBRUARY, 1946

Province	Number Receiving Benefit During Month	Number Commencing Benefit During Month	Number of Days Benefit Paid	Amount of Benefit Paid
				\$
Prince Edward Island.....	427	186	9,250	17,457
Nova Scotia.....	5,273	2,193	122,867	238,301
New Brunswick.....	1,809	977	36,278	71,750
Quebec.....	48,584	18,727	1,200,952	2,426,430
Ontario.....	48,988	17,785	876,434	1,803,468
Manitoba.....	7,327	3,163	138,352	270,102
Saskatchewan.....	3,175	1,284	60,339	115,032
Alberta.....	4,729	2,203	90,998	185,095
British Columbia.....	18,910	6,813	366,339	775,244
Total, Canada, February, 1946.....	139,222	53,331	2,901,809	5,902,879
Total, Canada, January, 1946.....	102,718	41,377	2,193,317	4,493,252
Total, Canada, February, 1945.....	23,062	12,811	422,873	822,490

TABLE 6.—ACTIVE CLAIMANTS FOR BENEFIT BY OCCUPATIONS AS AT FEBRUARY 28, 1946

Occupational Groups	Male	Female	Total
Professional and Managerial Workers.....	2,768	463	3,231
Clerical Workers.....	7,015	6,777	13,792
Sales Workers.....	3,931	4,447	8,378
Service Workers.....	6,913	3,145	10,058
Agricultural Workers and Fishermen.....	1,279	409	1,688
Food Workers.....	827	.....	827
Textile and Clothing Workers.....	543	1,902	2,445
Loggers.....	122	.....	122
Sawmill and Wood Operators.....	838	.....	838
Printing Workers.....	331	.....	331
Shoe and Leather Workers.....	487	.....	487
Stone, Clay and Glass Workers.....	123	.....	123
Electrical Workers.....	2,069	.....	2,069
Coal Miners.....	105	.....	105
Other Miners (except coal).....	178	.....	178
Construction Workers (except carpenters).....	5,570	.....	5,570
Carpenters.....	7,303	.....	7,303
Machine Shop Workers and Operators.....	8,336	.....	8,336
Sheet Metal Workers.....	923	90	1,013
Foundry, Smelter and other Metal Workers.....	7,746	1,314	9,060
Miscellaneous Skilled Workers.....	15,610	3,304	18,914
Automobile and Other Mechanics.....	2,680	.....	2,680
Miscellaneous Unskilled Workers—Heavy Labour.....	23,635	.....	23,635
Miscellaneous Unskilled Workers—Light Labour.....	30,729	10,085	40,814
Totals.....	130,061	31,936	*161,997

*This figure includes approximately 6,006 ex-service personnel who are ordinary claimants. Short-time and casual claimants are not included.

There are 1,525 short-time claimants 48 of whom are ex-service personnel; 191 casual claimants five of whom are ex-service personnel.

TABLE 7.—SUMMARY OF ACTIVE CLAIMANTS, UNEMPLOYMENT INSURANCE BENEFIT BY SEX AND BY AGE GROUPS, AS AT FEBRUARY 28, 1946

	19 and under		20-29		30-44		45-54		55-59		60 up		TOTALS		
	M	F	M	F	M	F	M	F	M	F	M	F	Males	Females	Total
CANADA.....	10,346	3,434	25,840	14,598	37,327	9,894	22,775	2,869	11,233	666	22,540	475	130,061	31,936	161,997

TABLE 8.—UNEMPLOYMENT INSURANCE FUND—STATEMENT OF REVENUE AND EXPENDITURE FOR THE PERIOD JULY 1, 1941 TO FEBRUARY 28, 1946

Year ended Dec. 31	REVENUE										EXPENDITURE		Balance in Fund
	CONTRIBUTIONS (Gross less refunds)										Total Revenue	Benefit Payments	
	Stamps	Meter	Bulk	Miscellaneous	Total Employer and Employee	Government	Interest on Investments and Profit on Sale of Securities	Total Revenue	Benefit Payments				
1941.....	\$ 14,953,205 22	\$ 4,240,363 34	\$ 4,388,192 15	\$ 44 17	\$ 28,586,804 88	\$ 4,717,360 97	\$ 105,890 48	\$ 28,410,056 33	\$ Nil	\$ 28,410,056 33			
1942.....	29,869,803 09	13,065,439 53	12,160,612 35	1,231 80	55,097,086 77	11,019,417 36	1,303,097 53	67,419,601 66	349,655 94	65,480,002 05			
1943.....	30,872,715 97	13,368,409 08	16,155,142 06	1,659 10	60,397,926 16	12,079,585 22	3,483,839 20	75,961,350 58	929,219 33	170,512,133 30			
1944.....	32,902,037 68	12,347,593 70	19,032,283 17	2,459 99	64,284,374 54	12,886,874 91	5,632,644 52	82,773,893 97	3,265,707 67	250,020,319 60			
1945.....	33,987,198 91	11,089,127 55	17,007,057 23	3,668 67	62,087,052 36	12,417,410 49	5,974,265 63	80,478,728 48	14,561,475 71	315,937,572 37			
1946													
Jan.....	3,072,412 85	933,643 42	1,302,300 04	228 68	5,308,584 99	1,061,717 00	561,077 29	6,931,379 28	4,492,081 25	318,376,870 40			
Feb.....	2,709,440 32	850,755 37	1,248,490 30	161 74	4,808,847 73	961,769 55	563,753 89	6,334,371 17	5,332,374 96	318,778,866 61			
Grand Total.....	148,371,814 04	55,895,331 94	71,294,077 30	9,454 15	275,570,677 43	55,114,135 50	17,624,568 54	348,309,381 47	29,530,514 86	318,778,866 61			

The Column "Interest on Investments and Profit on Sale of Securities" represents—
 (a) The exact amount of interest earned for each year; the approximate amount for each month in 1946, calculations being made on the basis of the "Average Weighted Yield" of 2.23% as at December 31, 1945.

(b) Profit on sale of securities taken into account at the end of each year only.
 The "Miscellaneous" column includes (Penalties.....\$ 6,287 65
 { Miscellaneous..... 3,166 50
 \$ 9,454 15

Digest of Selected Decisions of the Umpire Under the Unemployment Insurance Act, 1940

THE Unemployment Insurance Commission submits the following digest of selected decisions in appeals heard by the Umpire under the Provisions of the Unemployment Insurance Act, 1940, and its amendments. These cases are an extension of the series commenced in the April, 1945 number of the *LABOUR GAZETTE* and continued in each of the succeeding issues. They are selected on the basis of their possible precedent value for the determination of questions which may, from time to time, confront Insurance Officers and Courts of Referees. In addition, they provide a medium for presenting to employers and employees alike, brief statements of the principles upon which insurance against unemployment operates in Canada and of actual facts in specific cases coming before the Umpire on appeal.

The selected decisions are being published in two series: (1) Benefit cases, designated CU-B and (2) Coverage cases, CU-C.

CU-B. 41

(June 15, 1945)

The claimant left his employment for medical reasons. He made a claim for benefit and the Local Office offered him suitable employment but he refused to apply until he had obtained a release from the medical officer of his company—HELD: The claimant had not shown good cause for refusing to apply for or to accept the employment offered. Furthermore, the reason for the claimant's refusal shows clearly that he was not available for work; the Unemployment Insurance Act is a scheme for insurance against unemployment and not for insurance against sickness.

The material facts of the case are as follows:—

The claimant, a married man, aged 43 years, was employed as station master and checker by a railway company at a salary of \$152.93 per month for some 25 years. On June 20, 1944 the claimant left on vacation with pay and returned to his employment on July 5. On July 6 he was suspended from his employment on medical grounds (blood poisoning and nervous condition) and remained suspended until December 14, 1944 when the Medical Board of the railway company decided to retire him. The claimant made a claim for benefit on August 10, 1944 and asked that his claim be antedated to July 5, 1944 but his demand for antedating was refused and his claim for benefit was allowed as from August 10, 1944.

On December 20, 1944 the local office offered the claimant employment as a packer and helper at an equipment depot of one of the

Armed Forces at a salary of \$90 per month plus cost-of-living bonus. He refused to apply for this employment on the ground that he had to obtain a release from the medical officer of the railway company.

The Insurance Officer disallowed the claim and disqualified the claimant for a period of six weeks beginning December 20, 1944. He was of the opinion that the claimant had been notified of an employment which was suitable within the meaning of the proviso to Section 31 (b) (iii) of the Act, in view of the fact that there was no longer any expectation of his returning to his usual employment.

From this decision the claimant appealed to a Court of Referees and was granted an oral hearing. On January 12, 1945 the Court of Referees unanimously disqualified the claimant because he had not shown good cause for failing to apply for the employment which he was offered.

Following his appeal the claimant submitted a doctor's certificate which reads as follows:

"This is to certify that this patient is unable to follow his occupation on account of anxiety neurosis. Because of this condition, he was laid off from his work at the railway company. Whether this is a permanent condition or not, it is impossible to say, but he was advised by a specialist that he should have a period of at least six months' rest."

On January 29, 1945, the claimant was again notified by the Commission of the same employment with the same employer as the employment offered to him on December 20, 1944 and the claimant again refused to apply for or accept the position and the Insurance Officer disqualified the claimant for a period of six weeks beginning January 29, 1945.

From this decision the claimant appealed to a Court of Referees which heard the case on written submission. On February 28, 1945 the Court of Referees unanimously disqualified the claimant for six weeks on the ground that the claimant had not shown good cause for refusing an offer of suitable employment.

The association of employed persons of which the claimant was a member appealed to the Umpire from the decisions rendered by the Court of Referees.

DECISION

The Umpire's decision was that the claim should be disallowed and gave as his reasons that:

I have reviewed the submissions and find that under the circumstances the employment

offered to the claimant was suitable within the meaning of the proviso to Section 31 (b) (iii) of the Act and that the claimant has not shown good cause for refusing to apply for or to accept the employment offered. It appears to me that the claimant, in refusing to apply for the employment on the ground that he could not do so before obtaining a medical certificate from the railway company doctor, clearly showed that he was not available for work. The Unemployment Insurance Act, 1940 is, as its name implies, a scheme for insurance against unemployment and not for insurance against sickness, and one of the statutory conditions for the receipt of benefit is that the claimant be at all times capable of and available for work.

CU.-B. 42

(June 27, 1945)

The Local Office offered the claimant (a union carpenter) employment in a town located in another province, at the union rate of wages. He refused to apply for the employment offered. A few days later he was offered employment by another Local Office in another province at a rate of wages lower than the union rate. The Insurance Officer disqualified him on his first refusal but the Court of Referees reduced the disqualification to the period which elapsed between the two offers of employment—HELD: The question as to the second refusal of employment was not before the Court of Referees. The Court properly held that the first refusal was not justified and there was no reason for reducing the period of disqualification as the second refusal was not related to the first.

The material facts of the case are as follows:

The claimant, a single man, aged 36 years, was employed as a carpenter by a firm of building contractors in a city about fifty miles from his place of residence, from May 23, 1944 to January 6, 1945, at the rate of \$1.00 per hour. The claimant was laid off on January 6 and on January 8 he filed a claim for benefit and his claim was allowed.

The claimant was notified on March 8, 1945, by registered letter by the local office of the Commission nearest to his place of residence, of a position in a town located in another province. The letter of notification stated that the rate of wages was 75 cents per hour for rough carpenters and \$1.00 per hour for finishers. The claimant refused to apply for the employment offered, stating that he would report to the local office on March 14 in the city where he had formerly been employed.

The Insurance Officer disallowed the claim under Section 43 (b) (i) of the Act on the ground that the claimant had, without good cause, refused or failed to apply for suitable employment and disqualified the claimant

from receipt of benefit for a period of six weeks ending April 19, 1945.

On March 14 the local office in the city where the claimant had formerly been employed offered him employment as a carpenter at a point in another province a considerable distance from his home, at 90 cents per hour. The claimant refused to apply for the employment offered because he alleged that he was a member of a union of carpenters and could not accept a rate of pay of 90 cents per hour while, according to the agreement in force, he should have received \$1.00 per hour.

The claimant appealed to the Court of Referees from the decision of the Insurance Officer and the Court unanimously confirmed the Insurance Officer's disqualification in respect to the claimant's first refusal to accept the employment notified but reduced the period to five days from March 9, 1945 to March 14, 1945.

The Insurance Officer appealed to the Umpire from the decision of the Court of Referees in respect to the reduced period of disqualification.

DECISION

The Umpire's decision was that the claim should be disallowed and the disqualification imposed by the Insurance Officer restored and gave as his reasons:

I have reviewed the record of this appeal and I think that perhaps some confusion was created in the minds of the members of the Court of Referees by the fact that the claimant was offered two positions at five-day intervals by two different local offices and at different wage rates.

The question at issue must be placed in its proper setting. The question as to the second refusal of employment by the claimant was not before the Court of Referees. The real point at issue was whether or not the first refusal of employment was justified. The Court of Referees properly held that the first refusal was not justified and therefore the logical conclusion is that the claimant ought to be disqualified. Upon reviewing all the circumstances of the case I find no reason for reducing the period of disqualification imposed by the Insurance Officer. The second refusal is not related to the first. In other words, the second offer of employment was at a different location than the first. Were we concerned with the question as to whether or not the claimant should be disqualified for his second refusal, we would then have to take into consideration his reasons for refusing that second offer, but it is clear that this appeal is only concerned with the first refusal.

I find the claimant, without just cause, refused or failed to apply for a situation which I consider was suitable employment within the meaning of Section (43) (b) (i) of the Act.

*Review of Canadian Manpower Situation During 1945**

Effect of End of War on Employment Situation

THE year 1945, from the point of view of labour market developments, can be divided into three distinct periods: (1) January 1 to V-E day; (2) V-E day to V-J day; (3) V-J day to the end of the year. During the first period, Canadian industries were still geared to meet war needs, and hence employment was concentrated in those industries essential to the war effort. Many key industries were reporting manpower shortages and employment as a whole was at an abnormally high level. For every unplaced applicant registered at the offices of the National Employment Service two positions were available.

In the second period, from V-E day to V-J day, preparations were made for a long war in the Pacific. At the same time minor steps were taken to reconvert the Canadian economy from production of war goods to production of peace-time commodities. Some of these steps had in fact been initiated in the early part of the year. As supplies of some types of war goods became sufficient, employment in war manufacturing declined. The resultant release of about 179,000 persons from war production led to a slight "loosening" in the labour market and to the expansion of civilian employment. This shift from production of war goods to that of civilian goods reflected two types of employment changes, i.e., within particular plants, in which case no termination of employment was involved, and from plant to plant as a war factory closed down and another plant expanded. In the latter case workers had actually to shift from one employer to another.

During this second period, Canada had planned a gradual demobilization of its armed forces, as well as gradual but progressive cut-backs in war industry. The sudden termination of the war, however, following the unexpected collapse of Japan, made this gradual reconversion impossible. Immediate demobilization of service personnel became imperative and mass lay-offs from war industries were necessary. As a result, many persons entered the labour market in a short interval; by the end of 1945 more than 400,000 persons had been discharged from the armed forces and about 560,000 workers were released from the production of war goods. Con-

sidering the above facts, a substantial volume of unemployment could well have been expected. At the end of December, 1945, however, the number of unplaced applicants registered with the National Employment Service was 183,821, compared with 60,609 at the beginning of the year.†

Several factors accounted for this relatively low level of unemployment. As servicemen returned from overseas, women began to leave the labour force and return to their homes. In addition, as service personnel were reinstated, persons who had postponed retirement during the war years began to withdraw from the labour force. Although employment in war industries declined, many plants were reconverted for civilian production and employees were retained. Civilian industry, with its huge backlog in demand, began to expand and to increase the number of its workers as soon as materials and labour became available. Christmas activity tended to alleviate unemployment at the end of the year. Finally, all ex-servicemen did not enter the labour force. Some 30,000 took further training or entered university during the year. In addition, there was a considerable lag between the time that a veteran was discharged and the date at which he actively entered the labour market in search of work. According to the Labour Force Survey of the Dominion Bureau of Statistics, some 22,000 ex-service personnel were thus holidaying at November 11-17, 1945. This number undoubtedly increased between that date and the end of the year.

Distribution of Canadian Manpower

In Table I are estimates of the distribution of Canadian manpower at October 1, 1944, April 1, 1945, and October 1, 1945. Monthly figures are not available for the over-all distribution of manpower, as statistics for some of the groups cannot be obtained on that basis. Any discussion of changes in the size of different groups in the working force must be based on a realization that the Canadian population is growing by natural increase. The shift among the various population classes, therefore, can be seen only by noting the ratio of each class to the total population, 14 years of age and over, as at particular dates. The following discussion will deal with those groups

* Prepared in the Research and Statistics Branch, Department of Labour.

† At the end of March, 1946, the figure was 266,027.

of the population wherein important changes occurred during 1945.

The total Canadian working force is composed of all those in the armed forces or gainfully occupied. At October 1, 1945, this portion of the population numbered about 4,821,000 and comprised 53.5 per cent of the total population, 14 years of age and over; the comparable figures for the same date in 1944 were 5,095,000 and 57.2 respectively. During 1945, therefore, this group has not only contracted relatively, but has also diminished numerically, in spite of the steady flow of

workers into it due to the natural increase of the population.

Armed Forces

During 1945, and especially since the end of the war on August 14, the number of persons in the armed forces has decreased very rapidly. Data on the effective strength of the three branches of the services during the recent year are shown in Table II. In Table III are presented figures on discharges during 1945 for the three branches of the forces.

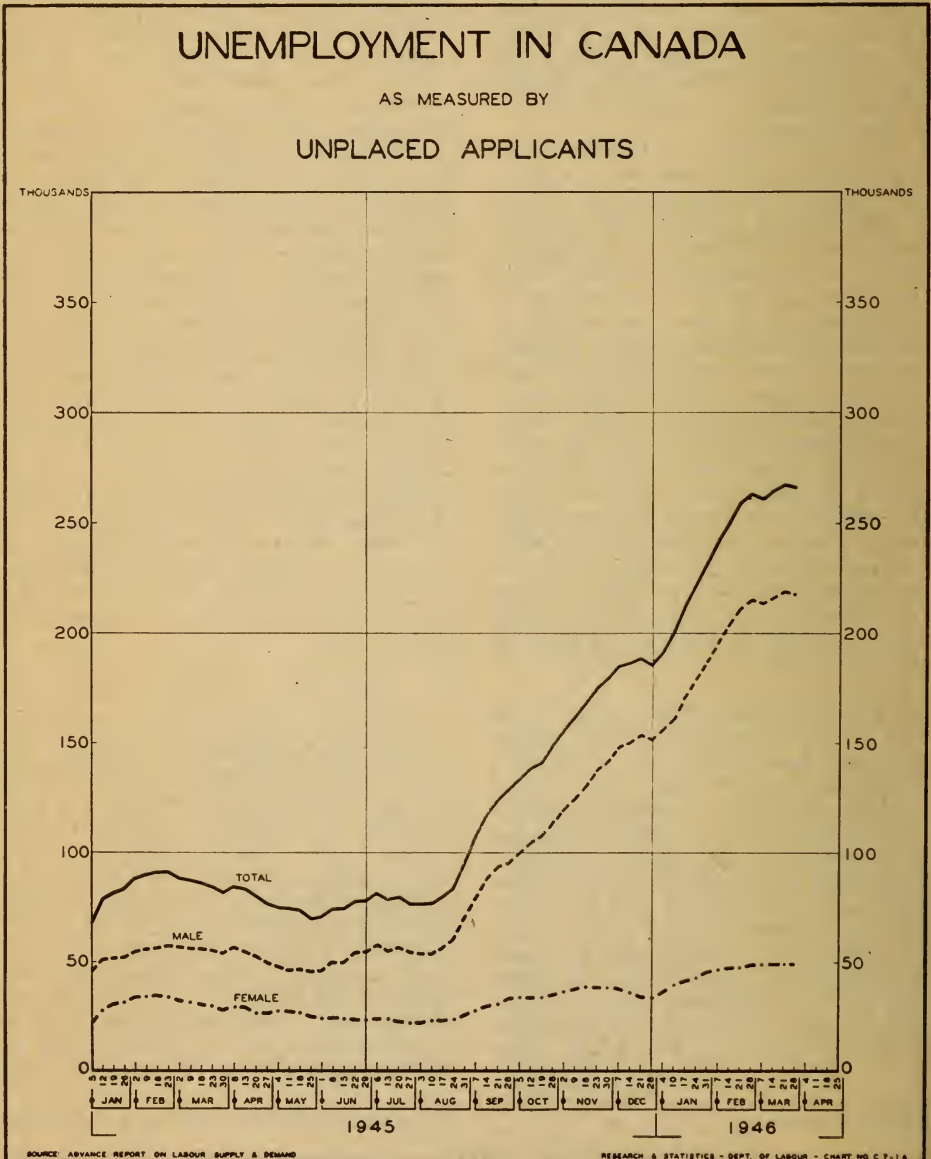


TABLE I—ESTIMATED MANPOWER DISTRIBUTION IN CANADA
(in Thousands)

February 19, 1946—Revised

Note.—The estimates are based on the most recent information obtainable from the Dominion Bureau of Statistics and other official sources. Very little statistical information is available for domestic servants, agricultural males, farm women, and employers, own accounts and no pays. In these cases the estimates are subject to a possibility of considerable error, especially for dates furthest from the date of Decennial Census (June 2, 1941).

Population Class	October 1, 1944			April 1, 1945			October 1, 1945			
	Male	Female	Total	Male	Female	Total	Male	Female	Total	
										No.
Total Population, 14 years of age and over	4,555	4,349	8,904	4,557	4,352	8,949	4,597	4,409	9,006	100-0
Total in armed forces or gainfully occupied.....	3,981	1,114	5,095	3,920	1,077	4,997	3,779	1,042	4,821	53-5
Armed Forces ¹	740	37	777	710	31	741	548	27	575	6-4
Gainfully occupied—Total ²	3,241	1,077	4,318	3,210	1,046	4,256	3,231	1,015	4,246	47-1
Non-agricultural industry: Total.....	2,216	1,077	3,293	2,200	1,046	3,246	2,181	1,015	3,196	35-5
(a) Wage and salary workers.....	1,894	966	2,860	1,873	933	2,806	1,828	898	2,726	30-3
(b) Employers, own accounts and no pays ³	322	111	433	327	113	440	353	117	470	5-2
Agriculture—males only.....	1,025	.....	1,025	1,010	.....	1,010	1,050	.....	1,050	11-6
Farm women, 14-64 years of age ⁴.....	.....	780	780	.....	800	800	.....	810	810	9-0
Students.....	223	237	460	223	237	460	239	241	480	5-3
Unemployed.....	32	29	61	53	27	80	96	33	129	1-5
All others—includes homemakers not on farms.....	319	2,189	2,508	371	2,241	2,612	483	2,283	2,766	30-7

¹ Includes prisoners of war and persons missing but still on strength. Excludes persons enlisted but on leave and engaged in civilian occupations.

² Does not include women gainfully occupied on farms or in farm homes, who are included in "farm women". Does not include wage and salary workers who are temporarily unemployed owing to "No job" or "Layoff".

³ "Own accounts" are persons who carry on their business without assistance of employees.

⁴ Since it was impossible to measure statistically the amount of farm work done by women, all women residing on farms are here included except students, women 65 years of age and over and those gainfully occupied outside the farm.

Estimates of the effective strength of the armed forces differ from those of total strength; prisoners of war, members on extended leave, those missing, deserters, and those seconded are included in the latter.

hovered around 10,000 per month. Between the first of May and the end of July, over 50,000 persons were discharged and a further 314,000 were released by the end of the year. As far as individual services were concerned,

TABLE II—EFFECTIVE STRENGTH OF ARMED FORCES AT REPORTING DATE NEAREST END OF EACH MONTH, JANUARY TO DECEMBER, 1945

SOURCE: Department of National Defence.

NOTE.—Totals do not include prisoners of war, members on extended leave, those missing, deserters, and those seconded.

Month	Navy	Army	Air Force	Total
January.....	92,694	477,210	184,803	754,707
February.....	92,591	474,837	176,051	743,479
March.....	92,529	478,474	170,334	741,337
April.....	92,209	475,614	167,548	735,371
May.....	91,837	470,388	164,846	727,071
June.....	90,753	460,025	160,885	711,663
July.....	90,265	442,978	154,965	688,208
August.....	85,889	421,811	146,620	654,320
September.....	78,388	380,489	115,903	574,780
October.....	67,660	329,384	83,896	480,940
November.....	55,092	287,804	70,022	412,918
December.....	42,359	262,885	61,571	366,815

TABLE III—NUMBER DISCHARGED FROM ARMED FORCES BY MONTHS, JANUARY TO DECEMBER, 1945

SOURCE: Department of National Defence.

Month	Navy	Army	Air Force	Total
January.....	588	3,320	7,850	11,758
February.....	592	3,654	8,487	12,733
March.....	672	3,249	5,405	9,326
April.....	772	4,312	3,077	8,161
May.....	657	6,119	5,137	11,913
June.....	1,679	10,602	3,628	15,909
July.....	3,139	15,393	6,021	24,553
August.....	6,679	22,184	8,423	37,286
September.....	9,878	34,093	30,722	74,693
October.....	14,931	45,994	32,042	92,967
November.....	15,712	35,813	13,873	65,398
December.....	12,899	22,118	8,454	43,471

The re-distribution of manpower stimulated by this demobilization was one of the major labour market developments of 1945. About 400,000 service personnel were discharged during the year and over three-quarters of these entered the labour market. The remainder were either incapacitated, holidaying before seeking employment, or attending university or school. Some of the ex-service women took up housekeeping. At the end of the year approximately 46,000 ex-service personnel of the wars of 1914 and 1939 were registered as unplaced applicants with the National Employment Service. In other words, over 250,000 ex-servicemen and women had been absorbed into gainful occupations. About 10 per cent of all the servicemen discharged during 1945, therefore, were out of work at the end of the year.

Discharges from all branches of the armed forces were increased following V-E day. Prior to that date, the number of releases

during 1945 the strength of the Navy fell by 54 per cent, of the Army by 45 per cent, and of the Air Force by 67 per cent.

Gainfully Occupied

The gainfully occupied portion of the Canadian working force is comprised of those in agriculture and those in non-agricultural industry. The latter group, in turn, is comprised of wage and salary workers and of employers, own accounts, and no pays (i.e., unpaid family workers).

Non-agricultural wage and salary workers comprise the bulk of the gainfully occupied. This is the group for which statistics can be most readily obtained, and for which adequate monthly data are available. In addition, this is the group in which the most widespread changes occurred during 1945, and which will be most seriously affected by cyclical swings in industrial activity.

During 1945 the relative size of the total number in non-agricultural industry decreased below that of 1941, although by October 1, 1945, it was still relatively much larger than it was at the same date in 1939. The major decline in the number of wage and salary workers employed in war industry was bound to produce this temporary shrinkage. If however, it is remembered that during the war the drain to the armed forces was primarily from this group, it will be realized that, with the demobilization of servicemen, the number of wage and salary workers in non-agricultural industry will likely increase again. Henceforth, this group will contract only if there is a major recession in employment.

Amongst non-agricultural wage and salary workers, the shift from the production of war goods to those of peace was the most significant development during 1945. This movement was characterized by shifts in employment from one firm to another, as well as by changes in work which did not involve a termination of employment. The latter was the case where a plant was able to continue producing the same goods, but could transfer their sale from military consumers to civilian users.

Employment in War Industry

War employment reached its peak in October, 1943. At that date more than 800,000 workers were employed in the manufacture of war goods. There was some war employment in fields outside manufacturing, such as transportation and construction, but by far the largest portion was in manufacturing. It is for this latter group that statistics are most reliable.

Since October, 1943, employment in war manufacturing has been steadily declining, as plants shifted their markets and their production. As can be seen in Table IV, the pattern of this decline during 1945 followed the three stages outlined in the opening section of this article. The first stage, from the beginning of the year to V-E day, was a period of moderate decline in war manufacturing, with only a very slight expansion in civilian industry as labour and materials were still very scarce. Stage two, extending from V-E day to V-J day, saw an increase in the rate of change from the production of war goods to those of peace, with some lay-offs actually occurring as munitions plants closed down. Approximately 179,000 persons were released from the production of war goods, 79,000 of these in 24 days following V-E day. The extent of the shift in these three months was greater than that which occurred in the 12-month period preceding V-E day. The demobilization of the Canadian "home front" was, therefore, greatly accelerated after V-E day.

The third stage, from the unexpected termination of the Japanese war on August 14, 1945, to the end of the year, saw the virtual over-night disappearance of war employment. The first few months of this period brought mass lay-offs as many munitions plants closed permanently, and as other plants shut down temporarily pending re-tooling and re-organization of equipment. By the end of 1945, only about 60,000 workers were still engaged in the production of war goods.

The effect on the labour market of these lay-offs from war work depended on a number of factors. Many of the workers were immediately absorbed by civilian production.

TABLE IV—WAR EMPLOYMENT IN MANUFACTURING INDUSTRIES

SOURCE: Economic Research Branch, Department of Reconstruction and Supply.

NOTE.—Figures exclude those persons who produced goods for export to civilians in theatres of war.

Date	Employment
Stage I—	
Jan. 1, 1945.....	620,000
Feb. 1.....	614,000
Mar. 1.....	609,000
April 1.....	597,000
May 1.....	589,000
Stage II—	
May 7, 1945 (V-E Day).....	587,000
June 1.....	508,000
July 1.....	466,000
Aug. 1.....	424,000
Aug. 14, 1945 (V-J Day).....	408,000
Stage III or Post-War—	
Sept. 1, 1945.....	264,000
Oct. 1.....	156,000
Nov. 1.....	109,000
Dec. 1.....	79,000
Jan. 1, 1946 (forecast).....	60,000

In the plants where this occurred, such as those producing food, clothing and rubber, reconversion was almost instantaneous and the labour market situation was not affected. Evidence indicates that the percentage of all those laid off from war work who were immediately absorbed into civilian work progressively declined as lay-offs increased. It is well to realize, however, that during July, August and September of 1945 the percentage absorption of women workers actually increased. It appears that the early lay-offs of female war workers were concentrated in the "non-reconvertible" industries, and those subsequently laid off were more in the industries where women normally make up a large proportion of total employment.

In addition to the above, there were many war workers who had been released from industries where reconversion, of varying extent, was necessary, or where it was not possible at all. Many of these, however, retired from the labour force by returning to their homes, starting businesses of their own, returning to the farm, or retiring.

The Changing Industrial Distribution of Employment

Shifts in the industrial distribution of non-agricultural wage and salary workers during 1945 were extensive. Table V shows the estimated industrial distribution of non-agricultural wage and salary workers for every month of 1945, and for January, 1946. The total number of wage and salary workers declined slightly during 1945, but when compared with the extensive shifts in manpower that occurred as the armed forces and the "home front" were demobilized, this decline was almost negligible. Industrially, the movements were diverse.

Employment in forestry, fishing, and trapping increased markedly during 1945. This gain was largely due to expansion in forestry, the industry which employed the largest number of persons in this group. The war greatly increased the demand for pulp and paper, and its termination has done nothing to deflate this expanded market. Increased construction activity since V-E day has added to the need for lumber. Despite relatively high wages, however, woods work has not proved particularly attractive, for the work is hard and the localities are isolated. In addition, in most provinces, it is a seasonal industry. Thus, the increase in employment during 1945 had to be largely stimulated by an intensive campaign carried on in the early part of the year to induce war workers and ex-servicemen to accept jobs in the woods.

Employment in mining, quarrying, and oil wells has fallen continually since 1941, but during 1945 there was a slight reversal of this trend. Employment in this group should expand to at least its pre-war level of some 80,000 workers, since the foreign demand for base metals is high, labour restrictions on workers in gold mines have been relaxed, and an increased demand for sand, gravel and quarried stone has developed. Throughout 1945, however, some mines were handicapped by a shortage of experienced miners. The return of many ex-miners from the armed forces has met this need to some extent.

At October 1, 1943, the period of peak war production, approximately 1,263,000 persons were employed in manufacturing industries. At this time economic activity was at its height. Canada had developed a munitions industry which was meeting most of the needs of the armed forces and which was also sending immense supplies of war goods to the United Nations. Throughout 1944 and the first half of 1945, this level of activity declined only slightly. There was only a slight movement of workers out of manufacturing into other industries. During the latter part of 1945, however, the process of reconverting Canada's industrial capacity to the needs of a peace-time economy began. As a result, employment in the iron and steel, chemical, and non-ferrous metal industries declined drastically. On the other hand, employment in the pulp and paper, textile, and clay, glass and stone industries expanded as more workers became available. There was little change in the employment levels of other manufacturing industries (i.e., food, rubber, non-metallic minerals, lumber). All in all, the number of wage and salary workers in manufacturing has declined by about 180,000 during 1945.

Although there were no drastic changes in the sex distribution of employment within manufacturing as a whole during 1945, changes did occur which, viewed in the light of the number of workers involved, were of a considerable degree. In 1939, only 23.5 per cent of all those employed in manufacturing were women. By 1944, women comprised 28.2 per cent of all workers. This increase in the proportion of women workers was largely attributable to their employment as substitute workers in many industries within manufacturing, and as war workers in the war segment of this major industrial group. With the end of the war, however, the proportion of female workers was almost immediately deflated. By October 1, 1945, it had dropped to 25.9 per cent. Mass lay-offs soon after the end of the

TABLE V—ESTIMATED NON-AGRICULTURAL WAGE AND SALARY WORKERS IN CANADA, 14 YEARS OF AGE AND OVER, JANUARY 1, 1945 TO JANUARY 1, 1946.
(in thousands)

NOTE.—The above estimates are based on the most recent information available from the Dominion Bureau of Statistics and other official sources. Very little statistical information is available for domestic service and personal service. In the case of service, therefore, the estimates are subject to a possibility of considerable error especially for dates furthest from the date of the Decennial Census (June 2, 1941).

Industry Group	Jan.	Feb.	Mar.	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.
Forestry, fishing, trapping.....	159.7	161.9	160.2	139.5	106.4	105.2	96.2	95.1	93.9	104.1	138.0	164.5	169.6
Mining, quarrying, oil wells.....	71.4	73.9	73.3	72.8	70.8	70.3	71.2	70.4	70.0	69.8	70.3	73.1	72.4
Manufacturing (incl. electric light).....	1,160.3	1,172.9	1,169.0	1,161.7	1,148.8	1,140.7	1,129.6	1,114.0	1,083.8	1,028.2	1,017.9	1,005.7	981.8
Construction.....	110.6	91.4	87.8	89.6	111.4	112.6	125.6	133.1	138.1	143.8	152.4	155.7	124.5
Transportation and communication ¹	281.7	277.0	279.9	278.9	280.5	286.6	291.4	297.8	298.6	295.8	295.7	295.5	291.4
Retail trade.....	296.5	270.7	264.4	276.1	272.4	271.6	272.3	269.6	270.3	279.1	288.9	301.3	312.2
Wholesale trade.....	97.3	97.0	99.4	99.3	99.9	100.7	102.0	103.2	103.5	105.0	106.7	107.7	107.0
Finance and insurance.....	87.3	87.5	87.5	87.6	88.5	87.7	88.1	88.4	88.4	91.1	91.6	91.8	92.1
Service.....	629.8	597.7	598.7	600.0	600.2	597.3	601.2	604.4	605.7	608.8	609.6	611.0	639.4
Total.....	2,894.6	2,830.0	2,820.2	2,805.5	2,778.9	2,772.7	2,777.6	2,776.0	2,752.3	2,725.7	2,771.1	2,806.3	2,796.4

¹ Includes railway maintenance.

war led to the re-hiring of many male war workers in the civilian manufacturing industries, in order to replace women. The result was that laid-off female workers and those displaced by the re-hiring of men were forced into the trade and service industries. There is no doubt, however, that many of them withdrew from the labour force. This is especially true of married women. It is likely that the sex distribution of employment in manufacturing will quickly return to that which existed before the war. If the post-war labour force has a higher proportion of women than before the war, it will likely be because there are more employed in trade and service.

Many people see the construction industry functioning as an unemployment shock absorber in the immediate post-war period. Backlogs of construction, even apart from housing, represent staggering totals of possible expenditure. The whole construction industry, therefore, will likely be one of the busiest fields of activity during the next few years.

During 1945 employment in construction expanded. Most of this expansion was in building construction, as the urgent need was for houses. This expansion would probably have been greater had there not been a shortage of materials such as plumbing, heating and electrical supplies, seasoned lumber, roofing, and shingles. At the same time, the need for skilled tradesmen was not fully met. Finally, there was some difficulty in channelling war workers and ex-servicemen into these trades, since building craftsmen's incomes are not high, although such workers do receive fairly high hourly wages. The reason for this is that they are unable to work at all for a good part of almost every year because of time lost between jobs, adverse weather conditions, and other reasons. Seasonal fluctuations in the construction industry are great.

Employment in transportation and communication, which had increased steadily since 1939, continued to expand during 1945. In the first half of the year the continued high demands on these portions of the economy arising out of the war maintained activity at its height. Employment expanded steadily as more workers became available. In the latter half of 1945, the need for transporting war commodities was replaced by the necessity of moving servicemen across the country as demobilization gathered pace. Both transportation lines and communication facilities were taxed to the limit during 1945.

Trade and finance lost a large proportion of male workers to the armed forces and to war

industry during the war, and to a very large extent this loss was offset by the employment of women workers and of marginal labour. During 1945, however, this development was reversed. As war industry was dissolved and as large numbers of ex-servicemen began to return to the labour market, there was to some extent a replacement of women workers by men. Amongst women workers themselves in these fields, some turnover developed as many were displaced by female war workers. By the end of 1945, however, the trend towards the pre-war sex distribution of employment had not assumed significant proportions.

The services are one major field wherein women comprise the majority of all workers. Although total employment has increased over the war years, the sex distribution of employment has changed little. There has, however, been a considerable turnover of workers in this field during the war as many were drawn into the higher-paying war industries and were subsequently replaced by a lower grade of labour. As in trade and finance a reversal of this trend occurred in 1945. The sharp resistance of released war workers and demobilized service personnel to downgrading, however, has hampered the effectiveness of this reversal considerably.

Unemployment

The trend of unemployment followed closely the three labour market periods outlined in the first part of this report. At the beginning of the year 60,000 persons were unemployed. The number out of work rose to 86,000 at February 1, a month of low seasonal activity. From that date to V-E day, the number of unemployed declined as trade, transportation, construction, and agriculture entered a period of higher seasonal activity. By the beginning of July, the effects of victory in Europe were becoming apparent on the labour market as the number of unplaced applicants increased by about 7,000 over the previous month. The trend, however, was sporadic, since by August 1 there was a decline of about equal proportions. During this period the initial expansion of civilian industry and slight withdrawals from the labour force tended to soften the effect of the decline in war industry employment and the increase in discharges from the armed forces.

Between V-J day and December 31, 1945, the number of unplaced applicants doubled—increasing by over 86,000 between September 1 and the end of the year. On the average, unemployment increased by 28,000 a month

during this period. The upsurge in civilian industry and the increase in the number of women withdrawing from the labour force, therefore, were not sufficient to offset the mass lay-offs from war industry and the accelerated rates of demobilization.

The pattern of unemployment for male workers is almost identical with the pattern for all workers. This is to be expected, since most of the additions to the labour force which occurred during 1945 were male workers. During January and February of 1945 the increase of 26,000 in unplaced applicants was evenly distributed between male and female workers. However, from February to June the trend of male unemployment was primarily responsible for the pattern of all unemployment. This characteristic of the trend of unemployment became even more distinct during the rest of 1945. Male unplaced applicants increased by 89,000 from August to December, while the increase in female unemployment was only 13,000 in this interval.

industries and of discharge from the armed forces were greatly accelerated and "manpower reconversion" became a greater problem. However, despite the major structural changes which consequently occurred within the Canadian labour force during 1945, unemployment had risen only to 184,000 by the end of the year. By that date the Canadian labour market had shown its ability to absorb the shocks involved in the transition from a war to a peace-time economy.

Canada has become an industrialized nation. This fact can be clearly discerned by comparing the number of wage and salary workers at December 1, 1939, with the number at the same date in 1945. Employment in all industries with the exception of mining and construction has expanded, and the total number of wage and salary workers at December 1, 1945, was almost 700,000 more than at December 1, 1939. Although the number of workers in manufacturing had declined substantially since October 1, 1943, when a maximum was reached, employment at December 1, 1945, was still 340,000 greater than at the

TABLE VI—UNPLACED APPLICANTS AS REPORTED BY NATIONAL EMPLOYMENT SERVICE OFFICES¹

Date	Male	Female	Total
Jan. 1945	42,534	18,075	60,609
Feb.	55,565	31,049	86,614
Mar.	55,228	30,755	85,983
April	53,220	26,991	80,211
May	49,322	26,966	76,288
June	47,605	24,119	71,724
July	55,431	23,337	78,768
Aug.	53,188	22,824	76,012
Sept.	72,360	25,251	97,611
Oct.	96,620	32,807	129,427
Nov.	117,469	35,693	153,162
Dec.	142,233	38,114	180,347
Jan. 1946	150,164	33,657	183,821

¹ At reporting dates nearest the first of each month.

Conclusion

The event which altered the whole complexion of the manpower picture in 1945 was the unexpected collapse of Japan. As a result, the anticipated period of about nine months to one year, during which Canadian economy was to undergo "a smooth, orderly transition from the economic conditions of war to those of peace, and to maintain a high and stable level of employment and income", was shortened to one of only three months' duration. Accordingly, rates of layoff from war

same date in 1939. Much of this expansion in manufacturing has occurred at the expense of agriculture, in which employment fell by approximately 200,000 between October 1, 1939, and October 1, 1944. These developments mean that both manufactured as well as primary products now make up the export trade of the country. The continuing ability to sell this wider range of commodities in the world market constitutes one of the country's fundamental post-war problems if a high level of employment is to be maintained.

Employment, Hours and Earnings

Summary

REPORTS received in the Department of Labour during the past month gave the following information concerning employment, hours and earnings in Canada.

Employment Situation February 1, 1946.

—There was a further recession in industrial activity throughout Canada at the beginning of February, repeating the mid-winter trend in seven of the last eight years. The 15,612 firms in the eight leading industries furnishing information to the Dominion Bureau of Statistics had a working force of 1,701,579 persons, as compared with 1,715,109 a month earlier. Based on the 1926 average as 100, the index number fell from 168.2 at January 1, 1946 to 166.9 at February 1, as compared with 178.9 at February 1, 1945.

Employment in manufacturing showed considerable recovery at the beginning of February, although the gain of 1.3 per cent over the preceding month was below the average at mid-winter in the years since 1920. The most noteworthy improvement was in the textile industry. Losses were shown in the animal food processing and chemical factories.

In the non-manufacturing industries the largest reductions were in construction and trade. The trend was also unfavourable in logging and transportation, while mining, communications and services showed heightened activity.

Payrolls at February 1, 1946.—The average weekly per capita earnings were \$31.94 as compared with \$29.92 at January 1 and \$32.15 at February 1, 1945; \$31.76 at February 1, 1944 and \$29.96 at February 1, 1943.

Unemployment as Reported by the Unemployment Insurance Commission.—Claims for unemployment insurance benefit during February numbered 59,098, a decrease of 12,834 from the preceding month.

Report on Employment Conditions, March, 1946.—The labour situation improved during March as labour demand increased slightly and the number of applicants seeking work remained substantially unchanged. The available labour supply, as measured by

the number of unplaced applicants registered at employment offices, totalled 263,215 (214,867 male and 48,348 female) at March 21. Manpower requirements, exclusive of agriculture, rose from 75,890 at February 21 to total 78,186 at March 21. The rise in labour demand took place in the Ontario, Prairie, and Pacific Regions and more than offset the considerable reduction in vacancies in the Quebec logging camps. The increase in the number of female workers required was due largely to the additional service workers needed, while orders for male workers rose for both construction workers and unskilled labour.

Man-hours and Hourly Earnings.—Average hours worked by hourly-rated wage-earners during the week of February 1 were 44 and the average hourly earnings were 68.1 cents. The aggregate and the average hours worked were considerably higher than for the week of January 1. This resulted in substantial increases in the aggregate and average earnings of hourly-rated wage-earners.

Applications for Employment; Vacancies and Placements, February, 1946.—Reports received from the National Employment Service Offices of the Unemployment Insurance Commission during the four weeks February 1 to February 28, 1946, showed declines in the average number of placements made daily both when compared with the previous five-week period and with the four weeks February 2 to March 1, 1945. Under the first comparison trade, agriculture and fishing and hunting showed minor increases and all other industrial groups registered decreases. In comparison with the four weeks ending March 1, 1945, apart from a nominal increase in agriculture and fishing and hunting all industrial divisions recorded losses, the most pronounced being a substantial decrease in manufacturing and moderate declines in services, trade, forestry and logging, public utilities operation and construction. During the period under review there were 107,455 vacancies reported, 158,329 applications for employment and 50,505 placements effected in regular and casual employment.

Unemployment in Trade Unions at the close of the quarter ending December 31, 1945, and for the year 1945.—Unemployment in trade unions rose to 3.0 per cent

at the end of the December quarter; an increase of more than twice 1.4 per cent recorded for September 30, 1945. This is the highest average since April, 1942.

Employment and Payrolls at the Beginning of February, 1946

THERE was a further recession in industrial activity throughout Canada at the beginning of February, repeating the movement indicated at mid-winter in seven of the last eight years. Previously, employment had frequently, though not invariably, shown partial recovery at February 1 from the year-end lay-offs. The 15,612 firms in the eight leading industries furnishing information to the Dominion Bureau of Statistics at the date under review had a combined working force of 1,701,579 persons, as compared with 1,715,109 at January 1. This was a decline of 13,530 persons, or 0.8 per cent; the percentage loss coincided with that noted at February 1, 1945.

The index number of employment, based on the 1926 average as 100, fell from 168.2 at the first of January, 1946, to 166.9 at February 1, when it was 6.7 per cent below that of 178.9 at the same date a year ago. This contraction did not conform to the seasonal movement at the beginning of February in the experience of the period, 1929-37, used in calculating the factors of seasonal variation, so that the

seasonally-adjusted index was also reduced, falling from 174.8 at January 1, to 173.4 at the date under review.

The resumption of work on a more usual scale following the interruption occasioned by the year-end holidays resulted in a rise of 5.9 per cent in the amounts disbursed in weekly payrolls at the beginning of February. This increase was proportionately, very similar to that of six per cent which had been indicated at February 1, 1945, over the preceding month.

Employment in manufacturing showed considerable recovery at the date under review, although the gain of some 12,700 persons, or 1.3 per cent from the preceding report was below the average at mid-winter in the years since 1920. On the other hand, the latest advance was rather larger than that at February 1 in either 1945 or 1944. Part of the increase indicated at the date under review was due to the re-employment of automotive workers who had been on strike for over three months, but very general improvement was shown in the many other branches of manufacturing,

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.



that in the textile division being most noteworthy. There were important seasonal losses in animal-food processing, and chemical factories also showed lowered activity.

Taken as a unit, the non-manufacturing industries reported curtailment, which in many groups was seasonal in character. The largest reductions were those of 6,860 persons in construction, and 16,668 in trade, in each of which the percentage decline was slightly below-average. The trend was also unfavourable in logging and transportation, while heightened activity was indicated in mining, communications and services. The advances were not pronounced.

Payrolls

The weekly salaries and wages paid at February 1 by the co-operating establishments totalled \$54,349,721, a sum which exceeded by \$3,026,840, or 5·9 per cent, the disbursements reported at January 1 for the holiday week. The latest average earnings were \$31·94; as compared with \$29·92 at January 1, this was a rise of \$2·02, a sum which differed little from

the advance of \$2·05 indicated at February 1, 1945. The average then, however, was rather higher, standing at \$32·15. The per capita figures for February 1 in earlier years of the record were as follows: 1944, \$31·76; 1943, \$29·96, and 1942, \$27·65.

Including the statistics for financial institutions, the sums distributed in weekly payrolls at the beginning of February amounted to \$56,760,091, as compared with \$53,717,082 a month earlier. The reported employees in the nine leading industries numbered 1,771,936 at February 1, and 1,785,257 at January 1. The average earnings in the nine major industrial groups, including finance, were \$32·03 at the date under review, as compared with \$30·09 at January 1, 1946, and \$32·18 at February 1, 1945.

Table 11 summarizes the latest statistics of employment and payrolls for the leading industrial groups, the provinces and economic areas, and the larger cities, and gives comparisons as at January 1, 1946, and February 1, 1945. In Table 1 appears a monthly record

TABLE I—INDEX NUMBERS OF EMPLOYMENT AND PAYROLLS, BASED ON JUNE 1, 1941=100, TOGETHER WITH PER CAPITA WEEKLY EARNINGS
(The latest figures are subject to revision)

Date	Eight Leading Industries			Manufacturing		
	Index Numbers of		Per Capita Earnings	Index Numbers of		Per Capita Earnings
	Employment	Aggregate Payrolls		Employment	Aggregate Payrolls	
Jan. 1, 1943.....	120·1	131·7	\$ 27·92	130·7	142·5	\$ 28·11
Feb. 1.....	118·5	139·3	29·96	132·2	157·0	30·65
Mar. 1.....	118·6	143·0	30·72	133·0	162·1	31·49
Apr. 1.....	118·1	144·1	31·14	133·5	164·3	31·81
May 1.....	116·5	139·6	30·59	132·7	159·5	31·09
June 1.....	118·5	143·4	30·93	133·5	163·1	31·62
July 1.....	120·1	145·5	30·97	134·8	164·7	31·62
Aug. 1.....	121·6	147·5	31·06	135·5	166·2	31·77
Sept. 1.....	121·8	148·7	31·30	136·8	169·0	32·03
Oct. 1.....	122·6	150·8	31·53	137·7	171·9	32·37
Nov. 1.....	123·4	152·0	31·60	137·4	172·7	32·62
Dec. 1.....	124·6	153·4	31·61	137·4	174·0	32·86
Jan. 1, 1944.....	121·5	140·4	29·69	134·8	156·5	30·18
Feb. 1.....	119·8	145·1	31·76	135·3	170·6	32·78
Mar. 1.....	118·8	149·1	32·27	134·8	172·2	33·23
Apr. 1.....	118·1	145·6	32·37	134·2	171·7	33·28
May 1.....	116·5	146·2	32·26	132·9	168·1	32·92
June 1.....	118·1	146·0	31·80	132·8	166·7	32·64
July 1.....	120·0	148·1	31·72	134·4	167·7	32·44
Aug. 1.....	120·7	148·4	31·63	133·9	166·8	32·38
Sept. 1.....	121·5	149·6	31·69	134·6	168·6	32·55
Oct. 1.....	120·0	151·0	32·36	133·2	169·2	33·02
Nov. 1.....	120·4	151·0	32·29	131·7	168·1	33·20
Dec. 1.....	121·6	152·1	32·19	131·0	168·0	33·35
Jan. 1, 1945.....	118·1	138·1	30·10	126·6	147·1	30·22
Feb. 1.....	117·2	146·4	32·15	128·0	162·6	33·06
Mar. 1.....	116·7	148·8	32·82	127·6	164·7	33·56
Apr. 1.....	115·8	144·1	32·00	126·7	158·7	32·55
May 1.....	114·9	145·4	32·55	125·4	161·9	33·59
June 1.....	114·8	143·3	32·10	124·4	157·4	32·88
July 1.....	114·9	144·5	32·32	123·2	156·3	32·94
Aug. 1.....	114·6	143·0	32·09	121·5	152·9	32·73
Sept. 1.....	113·2	141·1	32·06	118·2	145·0	32·58
Oct. 1.....	110·5	137·8	32·08	112·1	140·4	32·54
Nov. 1.....	112·1	139·3	31·95	110·9	139·3	32·64
Dec. 1.....	113·4	139·5	31·63	109·6	136·7	32·44
Jan. 1, 1946.....	110·2	127·6	29·92	107·1	121·2	29·49
Feb. 1.....	109·3	135·1	31·94	108·5	134·9	32·38

for the eight leading industries as a whole, and for manufacturing, showing the movements of employment and payrolls monthly from 1942.

The index numbers of payrolls are based on the amounts disbursed by the co-operating

firms at June 1, 1941, as 100. To facilitate comparisons of the trends of employment and payrolls, the indexes of employment have been converted from their original base, 1926=100, to June 1, 1941, as 100. Table 1 indicates that in the period for which data are avail-

TABLE II—EMPLOYMENT AND EARNINGS

Number of Persons Employed at February 1, 1946, by the Co-operating Establishments and Aggregate and Per Capita Weekly Earnings of Such Employees, Together with Index Numbers of Employment and Payrolls as at February 1, 1946 and January 1, 1946, with Comparative Figures for February 1, 1945, where Available, Based on June 1, 1941 as 100 p.c.

(The latest figures are subject to revision).

Geographical and Industrial Unit	Number of Employees Reported at Feb. 1, 1946	Aggregate Weekly Payrolls at Feb. 1, 1946	Per Capita Weekly Earnings at			Index Numbers of					
			Feb. 1, 1946			Employment			Aggregate Weekly Payrolls		
			Feb. 1, 1946	Jan. 1, 1946	Feb. 1, 1945	Feb. 1, 1946	Jan. 1, 1946	Feb. 1, 1945	Feb. 1, 1946	Jan. 1, 1946	Feb. 1, 1945
(a) PROVINCES											
Maritime Provinces	127,335	3,865,321	30.36	29.04	31.39	108.7	111.2	118.0	151.0	147.7	170.0
Prince Edward Island.....	2,519	65,868	26.15	26.35	25.58	114.1	112.4	115.5	141.1	140.0	140.0
Nova Scotia.....	72,391	2,244,843	31.01	28.95	33.51	102.6	104.9	114.6	141.1	134.6	170.7
New Brunswick.....	52,425	1,554,610	29.65	29.30	28.56	118.5	121.6	124.2	168.4	170.8	170.2
Quebec	505,643	15,463,412	30.58	28.72	30.57	108.1	109.2	120.2	137.6	130.5	153.6
Ontario	719,556	23,272,765	32.34	29.96	32.97	107.6	106.8	114.3	128.1	117.7	138.9
Prairie Provinces	199,620	6,558,931	32.86	31.71	31.87	113.3	117.4	113.3	140.6	140.7	137.5
Manitoba.....	92,020	2,985,933	32.45	31.18	31.31	112.1	116.1	114.2	137.0	136.3	134.8
Saskatchewan.....	38,219	1,217,795	31.86	31.60	30.88	106.9	112.6	105.8	131.1	136.9	129.7
Alberta.....	69,381	2,355,203	33.95	32.49	33.21	118.9	121.9	116.5	151.4	148.7	145.8
British Columbia	149,425	5,188,292	34.72	32.10	34.80	118.2	121.3	127.5	144.7	137.3	157.0
CANADA	1,701,579	54,348,721	31.94	29.92	32.15	109.3	110.2	117.2	135.1	127.6	146.4
(b) CITIES											
Montreal.....	246,940	7,840,320	31.75	28.81	32.14	112.7	112.5	125.6	139.7	126.6	158.2
Quebec City.....	23,318	638,767	27.39	25.62	28.27	96.9	102.0	140.9	126.7	124.6	192.7
Toronto.....	229,731	7,441,147	32.39	30.58	32.26	112.9	112.9	124.9	136.0	128.4	149.7
Ottawa.....	21,877	607,478	27.77	26.46	28.43	109.4	112.0	111.4	131.5	125.1	136.9
Hamilton.....	56,189	1,807,294	32.16	29.82	33.67	105.3	104.4	112.7	122.9	113.0	137.6
Windsor.....	31,452	1,324,828	42.12	34.17	44.22	99.2	78.9	122.1	110.7	71.4	142.8
Winnipeg.....	59,898	1,796,916	30.00	28.16	28.80	115.9	120.7	120.5	136.5	133.4	137.0
Vancouver.....	69,589	2,296,532	33.00	30.40	34.01	135.2	139.2	157.1	168.8	160.2	201.8
Halifax.....	24,767	709,436	28.64	26.22	32.96	141.1	136.9	155.0	177.8	157.9	217.9
Saint John.....	13,737	396,871	28.89	26.84	30.03	131.0	125.0	137.3	175.2	155.3	193.9
Sherbrooke.....	9,151	228,211	24.94	22.73	25.82	103.8	102.6	106.0	123.3	111.0	130.7
Three Rivers.....	8,245	247,196	29.98	28.61	28.77	103.2	101.6	123.3	121.5	114.0	139.3
Kitchener-Waterloo.....	17,781	527,608	29.67	26.00	30.30	118.3	116.9	111.2	154.9	133.5	148.2
London.....	21,536	646,376	30.01	28.20	29.48	120.8	118.2	119.8	133.8	131.8	140.3
Fort William-Port Arthur.....	9,670	333,514	34.49	32.83	36.05	68.5	74.1	111.0	83.3	90.9	149.3
Regina.....	6,448	276,855	29.11	27.95	28.88	105.5	113.4	108.1	133.9	138.2	135.7
Saskatoon.....	6,582	180,104	27.03	27.29	26.85	129.3	136.0	120.2	163.9	168.5	146.2
Calgary.....	18,077	577,349	31.94	31.00	31.18	114.0	116.4	114.5	139.2	138.0	137.3
Edmonton.....	17,701	531,914	30.05	28.81	29.16	130.2	135.6	125.0	158.4	158.3	150.2
Victoria.....	11,968	374,524	31.29	27.98	34.19	140.8	145.3	166.3	175.5	162.0	226.7
(c) INDUSTRIES											
Manufacturing	955,365	30,931,619	32.38	29.49	33.06	108.5	107.1	128.0	134.9	121.2	162.6
Durable Goods ¹	438,831	15,449,102	35.21	31.30	36.44	103.3	101.9	138.3	129.3	113.3	179.8
Non-Durable Goods.....	495,953	14,701,229	29.64	27.57	29.06	113.5	112.0	119.2	141.1	130.1	145.9
Electric Light and Power.....	20,581	781,288	37.96	37.07	37.46	107.7	109.9	94.3	126.6	125.7	109.7
Logging.....	103,457	2,701,992	26.12	27.37	25.13	216.5	217.6	197.3	284.3	299.4	249.4
Mining.....	71,078	2,799,564	39.39	36.59	39.39	85.1	84.1	85.5	106.4	97.7	107.1
Communications.....	34,179	1,104,325	32.31	32.53	31.25	131.0	130.8	113.4	145.6	156.3	130.9
Transportation.....	156,248	6,133,647	39.26	39.01	38.98	123.7	126.7	119.6	158.4	151.2	145.3
Construction and Maintenance.....	130,454	4,073,156	31.22	28.98	29.98	73.7	77.5	64.7	100.1	97.8	85.0
Services.....	52,744	1,075,339	20.39	19.80	19.70	122.2	121.3	115.9	155.0	143.3	142.1
Trade.....	198,054	5,529,079	27.92	26.74	26.52	113.8	123.5	108.0	135.0	140.2	122.0
Eight Leading Industries	1,701,579	54,348,721	31.94	29.92	32.15	109.3	110.2	117.2	135.1	127.6	146.4
Finance.....	70,357	2,411,370	34.27	34.14	32.83	117.1	116.7	110.8	139.1	138.2	126.2
Total—Nine Leading Industries	1,771,936	56,760,091	32.03	30.09	32.18	109.6	110.4	117.0	135.3	128.1	145.6

¹ This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products.

able, there has been a general increase of 9.3 per cent in the number of persons in recorded employment in the eight leading industrial groups, while the aggregate weekly salaries and wages of these persons have risen by 35.1 per cent. Including finance, the gain in employment from June 1, 1941, to February 1, 1946, amounted to 9.6 per cent, and that in payrolls, to 35.3 per cent.

The explanation previously given for the generally greater rise in the payrolls than in the number of employees may again be stated: (1) the concentration of workers in the heavy manufacturing industries, where rates of pay are above the average and, in addition, there has been a considerable amount of overtime work; the importance of the latter factor has of course greatly diminished since the end of the war, (2) the payment of cost-of-living allowances to the majority of workers; the rates at which these allowances were calculated were increased on more than one occasion before their absorption into the basic wage-rates as from February 15, 1944, (3) the progressive up-grading of employees as they gained experience in their work, and (4) the payment of higher wage-rates in a large number of cases.

Until the last few months, the expansion in employment and payrolls in manufacturing

in the period of observation has been relatively greater than that in the non-manufacturing industries, but since the late autumn of last year, the situation has been reversed, the indexes in the latter group of industries being slightly higher than those in manufacturing. Thus at February 1, the index of factory employment showed an increase of 8.5 per cent from June 1, 1941, since when the weekly salaries and wages have risen by 34.9 per cent, whereas in the non-manufacturing classes, the advance in this comparison amounted to 10.2 per cent in the case of employment, and to 35.5 per cent in the case of the payrolls.

In regard to the marked variations shown in the average earnings of workers in the different industrial classes, it must be borne in mind that the sex distribution of such persons is an important factor, frequently associated with variations in the age groups. In general, the female workers tend to belong to the younger age classes, in which the earnings are naturally lower than among those of greater experience. The matter of short-time or overtime may also considerably influence the reported aggregates and averages, which likewise reflect variations in the extent to which casual labour is used. The degree of skill generally required of workers in the industry is obviously also an extremely important factor.

TABLE III—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS

(AVERAGE CALENDAR YEAR 1926=100)

(The latest figures are subject to revision)

	CANADA	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Feb. 1, 1930.....	111.6	112.1	.....	.....	.....	108.2	117.1	109.8	.....	.....	.....	99.9
Feb. 1, 1931.....	100.7	110.6	.....	.....	.....	98.8	101.7	101.0	.....	.....	.....	93.8
Feb. 1, 1932.....	89.7	99.9	.....	.....	.....	85.9	92.7	91.3	.....	.....	.....	77.5
Feb. 1, 1933.....	77.0	76.5	.....	.....	.....	75.7	78.9	80.4	.....	.....	.....	68.0
Feb. 1, 1934.....	91.4	101.3	.....	.....	.....	88.5	95.3	84.7	.....	.....	.....	84.1
Feb. 1, 1935.....	94.6	100.1	.....	.....	.....	89.5	100.2	89.2	.....	.....	.....	89.6
Feb. 1, 1936.....	98.4	102.2	.....	.....	.....	95.2	102.4	93.7	.....	.....	.....	94.1
Feb. 1, 1937.....	104.1	107.5	.....	.....	.....	106.7	108.4	91.4	.....	.....	.....	91.3
Feb. 1, 1938.....	110.4	112.3	76.0	116.4	109.6	114.5	116.2	91.7	91.1	89.0	94.4	96.4
Feb. 1, 1939.....	106.5	100.5	79.2	107.8	92.9	113.0	109.2	93.9	89.2	96.0	99.9	96.2
Feb. 1, 1940.....	114.4	118.4	85.1	124.9	112.5	116.0	120.2	100.8	96.2	98.0	109.6	100.0
Feb. 1, 1941.....	135.2	135.2	130.6	142.7	126.3	139.4	143.4	112.2	107.7	108.4	121.7	118.0
Feb. 1, 1942.....	165.4	178.8	115.1	202.4	153.4	176.7	173.3	126.8	123.3	109.9	143.2	140.5
Feb. 1, 1943.....	181.2	167.4	108.3	184.1	150.1	198.7	186.6	134.7	132.7	121.8	146.5	181.4
Feb. 1, 1944.....	183.2	177.1	126.8	189.9	163.9	198.5	184.8	145.1	139.6	129.5	163.8	183.0
Feb. 1, 1945.....	178.9	179.9	123.7	192.4	167.6	189.1	184.3	145.3	142.4	134.8	156.5	172.0
Jan. 1, 1946.....	168.2	169.5	120.4	176.2	164.1	171.8	172.2	150.6	144.8	143.4	164.0	163.7
Feb. 1, 1946.....	166.9	165.7	122.2	172.3	159.9	170.0	173.6	145.4	139.8	136.2	159.9	159.5
Relative weight of Employment by Provinces and Economic Areas as at February 1, 1946.....	100.0	7.5	.1	4.3	3.1	29.7	42.3	11.7	5.4	2.3	4.0	8.8

NOTE.—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

TABLE IV—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100)

(The latest figures are subject to revision)

Industries	Relative Weight	Feb. 1, 1946	Jan. 1, 1946	Feb. 1, 1945	Feb. 1, 1939
Manufacturing	56.1	182.3	179.9	215.0	106.0
Animal products—edible.....	2.6	222.9	232.7	222.2	122.2
Fur and products.....	.2	154.0	153.3	130.7	77.9
Leather and products.....	1.8	149.0	142.8	139.7	107.1
Boots and shoes.....	1.1	137.4	133.2	128.0	110.5
Lumber and its products.....	3.7	117.2	116.4	117.3	69.8
Rough and dressed lumber.....	1.9	93.6	93.3	93.2	58.8
Furniture.....	.8	142.2	140.5	128.6	84.3
Other lumber products.....	1.0	181.9	180.2	197.9	93.5
Musical instruments.....	.1	36.1	34.2	29.2	47.4
Plant products—edible.....	3.1	159.9	159.9	165.4	105.1
Pulp and paper products.....	5.6	152.4	150.0	137.1	103.7
Pulp and paper.....	2.4	133.0	131.5	121.7	87.0
Paper products.....	1.1	237.3	231.4	210.1	130.5
Printing and publishing.....	2.1	149.4	147.0	132.7	115.7
Rubber products.....	1.4	184.1	178.1	181.3	102.1
Textile products.....	8.4	163.7	157.4	159.7	117.5
Thread, yarn and cloth.....	3.1	167.9	164.5	160.0	128.0
Cotton yarn and cloth.....	1.2	108.0	107.6	111.5	93.7
Woolen yarn and cloth.....	.8	184.3	178.5	169.3	129.2
Artificial silk and silk goods.....	.8	702.4	673.8	622.8	501.6
Hosiery and knit goods.....	1.4	158.4	151.1	148.8	117.4
Garments and personal furnishings.....	2.9	159.9	151.6	158.1	111.4
Other textile products.....	1.0	171.1	162.7	180.9	103.9
Tobacco.....	.7	145.9	143.9	152.3	160.2
Beverages.....	.9	278.8	281.7	252.3	159.4
Chemicals and allied products.....	2.4	324.0	332.1	609.2	156.8
Clay, glass and stone products.....	1.0	154.8	150.8	133.4	70.9
Electric light and power.....	1.2	161.4	164.1	141.4	125.3
Electrical apparatus.....	2.5	283.9	273.1	306.9	125.7
Iron and steel products.....	16.2	203.0	200.0	300.6	94.3
Crude, rolled and forged products.....	2.0	253.9	248.4	250.1	118.3
Machinery (other than vehicles).....	1.4	225.5	222.3	223.4	112.8
Agricultural implements.....	.8	164.8	161.0	132.8	62.9
Land vehicles and aircraft.....	5.9	160.8	155.8	274.1	90.0
Automobiles and parts.....	1.9	214.6	186.4	289.8	150.0
Steel shipbuilding and repairing.....	1.7	573.0	613.4	1,216.2	53.1
Heating appliances.....	.4	193.6	190.7	180.6	106.4
Iron and steel fabrication (n.e.s.).....	.6	180.1	178.1	291.2	99.4
Foundry and machine shop products.....	.6	205.4	198.1	239.3	102.1
Other iron and steel products.....	2.8	216.6	212.0	331.4	97.2
Non-ferrous metal products.....	2.3	281.4	281.6	384.7	149.9
Non-metallic mineral products.....	1.0	214.2	213.2	214.2	147.3
Miscellaneous.....	1.0	287.9	281.9	353.4	131.7
Logging	6.1	342.7	344.4	312.3	143.0
Mining	4.2	150.8	149.1	151.5	160.5
Coal.....	1.6	96.5	96.3	97.2	93.5
Metallic ores.....	2.0	264.3	257.8	264.0	333.3
Non-metallic minerals (except coal).....	.6	156.0	157.5	162.2	116.8
Communications	2.0	127.3	127.1	110.2	81.2
Telegraphs.....	.5	134.9	137.4	127.4	89.8
Telephones.....	1.5	124.7	123.9	105.5	78.8
Transportation	9.2	122.2	125.2	118.2	79.4
Street railways and cartage.....	3.0	197.2	198.3	186.7	119.6
Steam railways.....	5.2	109.8	111.7	107.2	71.6
Shipping and stevedoring.....	1.0	79.1	89.2	81.6	63.5
Construction and Maintenance	7.7	102.4	107.7	89.9	89.4
Building.....	3.2	121.4	120.9	83.3	44.2
Highway.....	2.3	98.9	113.6	89.9	172.9
Railway.....	2.2	85.9	88.8	96.5	57.9
Services	3.1	210.5	207.3	198.0	129.5
Hotels and restaurants.....	2.0	206.8	205.6	197.7	125.2
Personal (chiefly laundries).....	1.1	217.6	210.7	198.4	136.8
Trade	11.6	178.5	193.6	169.4	131.0
Retail.....	8.4	183.7	205.3	177.3	136.3
Wholesale.....	3.2	166.4	165.6	150.1	118.3
Eight Leading Industries	100.0	166.9	168.2	178.9	106.5
Finance		135.9	135.5	128.6	
Banks and trust companies.....		137.7	137.6	133.0	
Brokerage and stock market.....		227.1	218.1	151.9	
Insurance.....		128.2	127.9	121.5	
Nine Leading Industries		165.4	166.6	176.5	

¹ The relative weight shows the proportion of employees reported in the indicated industry to the total number of employees reported in Canada by the firms making returns at the date under review.

The Sex Distribution of Persons in Recorded Employment at the Beginning of February, 1946

DURING the present period of conversion to peace-time conditions, it has been found necessary to obtain monthly data showing the sex distribution of the workers in recorded employment in 1944 and 1945, such enquiries were made semi-annually, at April 1 and October 1, while earlier surveys of sex distribution were undertaken at October 1 in 1943 and 1942. Thus the latest statistics result from the seventh enquiry of the kind. None of the information previously obtained, however, affords an entirely satisfactory basis of comparison with the present data, owing to the seasonal changes which normally take place between the autumn, the early spring, and mid-winter. Industrial activity ordinarily is at its annual high level about October 1, while for obvious reasons, employment generally is usually at the minimum during the winter and spring. The completion or cancellation of war contracts since the termination of hostilities has brought about marked changes in the numbers and the proportions of male and female workers. In some cases, the available information is insufficient to permit the assessment of the relative importance of variations due to this factor, and those resulting from seasonal causes. The third significant factor in the situation is of course the industrial activity which results from the backlog of demand for consumers' goods and services, as the easing of the labour market permits higher levels of employment in industries which during the war had low priority in securing workers.

At the beginning of February, the 15,612 employers furnishing data in the eight main industries divisions (viz., manufacturing, logging, mining, communications, transportation, construction and maintenance, services and trade) reported 1,312,334 men and 389,245 women employees, the latter constituting 229 per thousand of the indicated working force. When adjustment is made for changes among the co-operating firms since last October, it may be estimated that there has been an increase of nearly 8,500, or 0.7 per cent, in the number of males, and a decline of over 27,000, or 6.5 per cent in the number of females in recorded employment. The general change in the same comparison amounts to a loss of 1.1 per cent; the experience of the years 1929-37 shows that, normally, a general decrease of rather more than eight per cent is to be expected between October 1 and February 1. Thus the falling-off in employment from last autumn to the date under review was decidedly less than usual. This situation results partly from greatly increased activity in the non-manufacturing industries, and partly from

the fact that the seasonal recession in manufacturing in more recent months has been below-average.

In the nine leading industries, including finance, (for which data have been collected too recently to permit the calculation of factors of seasonal variation), the number of women workers was given as 426,409 in a total staff of 1,771,936. Their ratio was 241 per thousand, as compared with 253 at October 1 and 267 at April 1, 1945. The latest proportion was the lowest since that of 235 at April 1, 1942, when the first enquiry into sex distribution was undertaken in connection with the monthly surveys of employment and payrolls.

As compared with October 1, 1945, the number of men reported in manufacturing had declined by approximately 10,200, or 1.4 per cent, while the number of women on the staffs of the co-operating factories had fallen by about 21,400, or 8.3 per cent. The general contraction in manufacturing up to February 1, 1946, amounted to 3.2 per cent, a proportion which was smaller than that of between six and seven per cent, indicated as typical during this period in the experience of the years, 1929-37. Among the non-manufacturing classes, the general increase in employment since the preceding survey of sex distribution amounted to 1.8 per cent; the gain among men approximated 3.3 per cent, and the loss among women, 3.5 per cent. Under ordinary circumstances, the falling-off in the non-manufacturing industries from October 1 to February 1 is greater than that in the manufacturing classes.

The effect of the termination of the war upon employment is more clearly seen in a comparison of the statistics for February 1, 1946, with those obtained at April 1, 1945, the greatest lay-offs due to the completion or cancellation of war contracts having taken place prior to October 1 of last year. In the period since the beginning of April, 1945, the index of employment in the eight leading industries has fallen by 5.7 per cent, whereas conformity with the normal seasonal trend would have produced an increase of about two per cent. Among the men in recorded employment, the decrease since April 1 of last year amounts to some 27,800, or 2.1 per cent, and that among women to approximately 74,300, or 16 per cent. In connection with these figures and those given in the preceding paragraph, and particularly in studying them with the greatly increased amount of unemployment indicated in recent months, it should be noted that, to date, over 485,500 men and women

have been discharged from the Armed Forces since V-E Day, many of whom have been absorbed in industrial employment. Among the nine leading industries, there has been since April 1, 1945, a reduction of about 1.8 per cent, in recorded employment for men, and 14.6 per cent for women, the number laid-off approximating 24,900 in the case of the former, and 72,800 in the case of the latter sex.

The manufacturing establishments furnish data reported the release of some 92,200 men and 68,300 women between April 1, 1945,

and February 1, 1946, the losses amounting to 11.3 per cent among the former and to 22.5 per cent in the case of the latter sex. Thus the curtailment in manufacturing since last April has been accompanied by a considerable increase in the employment of men in the non-manufacturing industries; although the number of women on the staffs of the larger employers in the latter group of industries has declined, the reduction as would be expected, was relatively substantially less than that in manufacturing.

THE SEX DISTRIBUTION OF THE WORKERS IN RECORDED EMPLOYMENT IN THE PROVINCES, THE LEADING INDUSTRIAL CITIES, AND THE MAJOR INDUSTRIAL GROUPS, AS AT FEB. 1, 1946, OCT. 1 AND APRIL 1, 1945, AND OCT. 1, 1942

Geographical and Industrial Unit	Feb. 1, 1946					Oct. 1, 1945		April 1, 1945		Oct. 1, 1942	
	Total	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
	No.	No.	No.	P.C.	P.C.	P.C.	P.C.	P.C.	P.C.	P.C.	P.C.
(a) PROVINCES											
Maritime Provinces.....	131,205	111,065	20,140	84.6	15.4	83.3	16.7	83.2	16.8	86.7	13.3
Prince Edward Island.....	2,824	2,004	820	71.0	29.0	71.7	28.3	67.6	32.4	77.3	22.7
Nova Scotia.....	74,540	64,128	10,412	86.0	14.0	85.3	14.7	84.3	15.7	88.1	11.9
New Brunswick.....	53,841	44,933	8,908	83.5	16.5	81.3	18.7	82.3	17.7	84.8	15.2
Quebec.....	524,856	392,379	132,477	74.8	25.2	74.6	25.4	73.0	27.0	74.9	25.1
Ontario.....	151,931	556,475	195,456	74.0	26.0	71.8	28.2	70.2	29.8	73.3	26.7
Prairie Provinces.....	209,967	162,157	47,810	77.2	22.8	76.0	24.0	74.7	25.3	80.7	19.3
Manitoba.....	96,686	72,393	24,293	74.9	25.1	73.5	26.5	71.9	28.1	78.8	21.2
Saskatchewan.....	40,948	31,962	8,986	78.1	21.9	77.1	22.9	75.5	24.5	81.4	18.6
Alberta.....	72,333	57,802	14,531	79.9	20.1	78.7	21.3	77.9	22.1	83.0	17.0
British Columbia.....	153,977	123,451	30,526	80.2	19.8	78.7	21.3	79.4	20.6	83.5	16.5
Canada.....	1,771,936	1,345,527	426,409	75.9	24.1	74.7	25.3	73.3	26.7	76.5	23.5
(b) CITIES											
Montreal.....	261,334	176,429	84,905	67.5	32.5	67.4	32.6	66.4	33.6	68.3	31.7
Quebec.....	24,529	17,371	7,158	70.8	29.2	72.3	27.7	69.9	30.1	64.8	35.2
Toronto.....	245,356	159,203	86,153	64.9	35.1	62.7	37.3	60.4	39.6	63.4	36.6
Ottawa.....	25,472	16,067	9,405	63.1	36.9	60.6	39.4	59.4	40.6	62.8	37.2
Hamilton.....	57,412	41,167	16,245	71.7	28.3	69.3	30.7	67.3	32.7	71.1	28.9
Windsor.....	32,050	26,689	5,361	83.3	16.7	74.6	25.4	80.9	19.1	85.1	14.9
Winnipeg.....	63,596	42,535	21,061	66.9	33.1	64.8	35.2	63.6	36.4	71.8	28.2
Vancouver.....	72,476	51,757	20,719	71.4	28.6	71.5	28.5	71.7	28.3	78.7	21.3
Halifax.....	24,767	19,022	5,745	76.8	23.2	73.0	27.0	75.7	24.3	.....	.....
Saint John.....	13,737	10,108	3,629	73.6	26.4	68.0	32.0	73.6	26.4	.....	.....
Sherbrooke.....	9,151	5,627	3,524	61.5	38.5	59.9	40.1	59.6	40.4	.....	.....
Three Rivers.....	8,245	5,964	2,281	72.3	27.7	73.7	26.3	69.9	30.1	.....	.....
Kitchener-Waterloo.....	17,781	11,917	5,864	67.0	33.0	64.2	35.8	63.1	36.9	.....	.....
London.....	21,536	14,329	7,207	66.5	33.5	64.2	35.8	63.3	36.7	.....	.....
Ft. William-Pt. Arthur.....	9,670	8,049	1,621	83.2	16.8	82.3	17.7	73.8	26.2	.....	.....
Regina.....	9,582	5,915	3,667	61.7	38.3	58.0	42.0	57.2	42.8	.....	.....
Saskatoon.....	6,448	4,397	2,051	68.2	31.8	66.8	33.2	64.1	35.9	.....	.....
Calgary.....	18,077	13,256	4,821	73.3	26.7	71.6	28.4	70.8	29.2	.....	.....
Edmonton.....	17,701	11,892	5,809	67.2	32.8	64.5	35.5	61.7	38.3	.....	.....
Victoria.....	11,968	8,782	3,186	73.4	26.6	74.6	25.4	74.8	25.2	.....	.....
(c) INDUSTRIES											
Manufacturing.....	955,365	720,163	235,202	75.4	24.6	74.0	26.0	72.8	27.2	74.3	25.7
Durable Goods.....	438,831	384,266	54,565	87.6	12.4	86.2	13.8	83.3	16.7	84.7	15.3
Non-Durable Goods.....	495,953	317,774	178,179	64.1	35.9	62.4	37.6	60.3	39.7	61.4	38.6
Electric Light and Power.....	20,581	18,123	2,458	88.1	11.9	87.4	12.6	86.4	13.6	88.8	11.2
Logging.....	103,457	101,870	1,587	98.5	1.5	98.1	1.9	98.3	1.7	98.2	1.8
Mining.....	71,078	69,359	1,719	97.6	2.4	97.2	2.8	97.0	3.0	98.0	2.0
Communications.....	34,179	15,832	18,347	46.3	53.7	44.2	55.8	43.2	56.8	52.3	47.7
Transportation.....	156,248	144,036	12,212	92.2	7.8	91.8	8.2	91.7	8.3	94.0	6.0
Construction and Maintenance.....	130,454	127,055	3,399	97.4	2.6	97.8	2.2	96.6	3.4	98.6	1.4
Services.....	52,744	22,889	29,855	43.4	56.6	42.4	57.6	40.7	59.3	48.4	51.6
Trade.....	198,054	111,130	86,924	56.1	43.9	53.2	46.8	51.2	48.8	54.7	45.3
Eight Leading Industries.....	1,701,579	1,312,334	389,245	77.1	22.9	75.8	24.2	74.3	25.7	77.3	22.7
Finance.....	70,357	33,193	37,164	47.2	52.8	46.7	53.3	46.0	54.0	55.1	44.9
Total—Nine Leading Industries.....	1,771,936	1,345,527	426,409	75.9	24.1	74.7	25.3	73.3	26.7	76.5	23.5

*This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products.

Report on Employment Conditions, March, 1946

The following report covering the employment situation for the past month has been prepared by the Research and Statistics Branch, Department of Labour, in co-operation with the Employment Service, Unemployment Insurance Commission. The first section of the report deals with the Canadian labour market by occupational groups, while the second section gives a more detailed analysis of employment conditions by regions.

THE labour situation eased slightly during March. Contrary to the downward trend in the number of unfilled vacancies¹ reported during February, there was a slight increase in labour demand during March. Unplaced applicants² on the other hand, remained substantially unchanged during March while in February, the labour supply increased by 16 per cent. In the Ontario Region, particularly, the situation improved with demand rising to 39 per cent of the available supply at March 21 as compared with 32 per cent four weeks earlier. At March 21, unfilled vacancies, exclusive of agriculture, totalled 78,186 across Canada, whereas four weeks earlier demand stood at 75,890. The increase in labour requirements was due largely to additional orders for both unskilled labour and construction workers which more than offset the decreased number of loggers required. Labour supply totalled 263,215 at March 21 (214,867 male and 48,348 female). The labour situation at this time presents a decidedly different picture from March 23, 1945, the comparative reporting date last year when labour demand totalling approximately 130,000 was considerably more than the available supply (80,000). Table I shows labour demand and supply by main occupational group and by sex, as at March 21, 1946. Table II presents a monthly comparison of total labour demand and supply. Unfilled vacancies classified by main industry group and by sex, as at March 21, 1946, with absolute and percentage changes in total demand during the last month are shown in Table III.

Clerical Workers

No alleviation in the labour market situation for clerical workers was evident during March. At March 21, there were approximately five times as many applicants seeking

work as there were vacancies on file (5,598). The Quebec and Ontario Regions accounted for 74 per cent of the demand at March 21, but only 60 per cent of the applicants seeking clerical work were in these two regions. Male clerical workers across Canada, particularly, were in excess with more than 10 applicants for every vacancy reported. The number of female stenographers and typists required was still in excess of the available supply; at March 21, there were 2,311 needed across Canada while unplaced applicants totalled 2,260. The shortage, however, is in the Quebec and Ontario Regions while a surplus supply of stenographers and typists persists in the other regions. Many of the applicants are not qualified to meet the present exacting demands of employers while others are reluctant to accept available positions because of the long hours, low salaries, and exacting duties.

Sales Workers

Although demand for sales workers rose slightly during the four weeks ended March 21, the number of applicants registered for sales work also showed an increase. At March 21, there were 4,230 sales workers required while the number of applicants seeking this type of work at the employment offices totalled 15,244. Some of the vacancies on file are for out-of-town work or sales work on a commission basis and applicants generally are not interested in such work. Orders for workers should continue to rise as employers prepare for the increased activity of the Easter season.

Service Workers

At March 21, there were 12,411 service workers required across Canada while unplaced applicants totalled 17,861. The surplus of service workers is due to the excess supply of male applicants which more than offset the continued shortage of female service workers. During March, the number of female service workers required increased by 21 per cent. Whereas in February there were more female waitresses and cooks seeking employment than there was work available, by March, there was a shortage of these types of service workers. The shortage of domestic servants persists across Canada with demand totalling 4,230 at March 21 and applicants seeking this work numbering only 929. Although the institution of the Home Aide courses has alleviated this situation somewhat, the shortage of domestic help is still acute.

¹ Unfilled Vacancies are the number of unfilled jobs on file in employment offices as at the date indicated.

² Unplaced Applicants are the number of Unreferred Applicants plus Unconfirmed Referrals. Unreferred Applicants are those who have not been referred to specific jobs as at the date indicated. Unconfirmed Referrals are applicants who have been referred but whose placement has not been confirmed.

Skilled and Semi-skilled Workers

A further decline was apparent in the demand for skilled and semi-skilled workers during March, while the number of applicants seeking this type of work continued to rise. Demand during March fell by 10 per cent and at March 21 totalled 33,487; the drop in labour requirements was mainly in Quebec, while slight increases were evident in the labour requirements of the Ontario and Pacific Regions. The decreased number of loggers required during March accounted for the decline in the number of skilled workers required. Applicants classified as skilled and semi-skilled continue to increase, but as previously reported, many are not thoroughly trained while others are in the higher age brackets.

Textile Workers.—Although the labour situation in the textile mills has eased considerably since the cessation of hostilities, there were more than twice as many skilled and semi-skilled textile workers required at March 21 as there were applicants registered. Some of the orders on file are for night work and this, together with the comparatively low wage rates and unfavourable working conditions, curtails placement activity in the textile factories. At March 21, there were 8,204 experienced textile workers required (975 male and 7,229 female) while unplaced applicants numbered 3,845. Demand for sewing machine operators accounted for one half the skilled textile workers required; the available supply of this type of worker remains scarce, with only one applicant available for every four jobs on file.

Loggers.—The early spring thaw has resulted in a considerable decrease in demand for loggers. Workers have been transferred

between camps to complete cutting before the spring break-up and these transfers will undoubtedly increase as agricultural workers leave the logging camps. Some employers fear that with the release of prisoners of war there may be a shortage of help during the summer. Demand at March 21, totalling 9,922 was only 68 per cent of the number required four weeks earlier. This decrease was mainly in Quebec while labour requirements increased slightly in the Ontario and Pacific Regions.

Miners.—Demand at the end of March was confined largely to experienced underground miners, although the Prairie Region reports a need for both surface and heavy labour. The exacting physical requirements which employers are now requesting and the lack of housing accommodation is seriously handicapping the placement of workers in the mines. At March 21, there were 1,424 skilled and semi-skilled miners required across Canada while the supply of workers totalled only 854. Over 65 per cent of demand was for experienced coal miners and this need will become more acute as farmers temporarily employed in coal mines, return to the farms. Placement in the gold mining industry has been at a high level with many employers requesting returned servicemen only.

Construction Workers.—The unusually early spring and the appreciable increase in the output of building materials should result in a very active construction season. The number of skilled and semi-skilled construction workers required increased by approximately one-third during March, bringing demand to 3,326 at March 21. The supply of construction workers, totalling 17,022 at March 21, was still considerably more than demand, but this condition will probably be reversed as residen-

TABLE I—UNFILLED VACANCIES AND UNPLACED APPLICANTS BY OCCUPATION AND BY SEX,
AS AT MARCH 21, 1946
(excluding Agriculture)

Occupational Group	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,396	450	1,846	6,926	788	7,714
Clerical Workers.....	1,261	4,337	5,598	13,512	10,385	23,897
Sales Workers.....	2,512	1,718	4,230	8,666	6,578	15,244
Service Workers.....	2,104	10,307	12,411	11,007	6,854	17,861
Fishermen.....	85	.....	85	667	.....	667
Skilled and Semiskilled Workers.....	23,699	9,788	33,487	84,429	9,324	93,753
Food and Kindred Products.....	292	.....	292	1,372	.....	1,372
Textile and Clothing, etc.....	975	7,229	8,204	912	2,933	3,845
Lumber and Wood Products.....	10,795	.....	10,795	3,060	.....	3,060
Electrical.....	237	.....	237	3,112	.....	3,112
Mining.....	1,424	.....	1,424	854	.....	854
Construction.....	3,326	.....	3,326	17,022	.....	17,022
Metalworking.....	1,841	150	1,991	19,853	1,783	21,636
Other Skilled and Semiskilled Workers.....	4,809	2,409	7,218	38,244	4,608	42,852
Unskilled Workers.....	12,767	7,762	20,529	89,660	14,419	104,079
Total.....	43,824	34,362	78,186	214,867	48,348	263,215

tial, industrial and highway construction get underway. Many of the applicants now registered at the employment service lack adequate training while others are elderly and are, consequently, difficult to place. Bricklayers and plasterers remain in short supply, with no immediate alleviation of the shortage in sight.

Metal Workers.—The supply of metal workers continues to outnumber the demand. At March 21, there were approximately 10 applicants for every vacancy reported; labour needs at March 21 totalled 1,991 while the number of unplaced applicants at that date numbered 21,636. An excess supply of workers is particularly noticeable in applicants

TABLE II—UNFILED VACANCIES AND UNPLACED APPLICANTS BY MONTH
(excluding Agriculture)

Date	Unfiled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
Mar. 24, 1944.....	90,319	45,015	135,334	42,164	23,729	65,893
Mar. 23, 1945.....	89,351	42,915	132,266	54,049	29,011	83,060
April 20.....	127,370	51,969	179,339	51,560	26,555	78,115
May 25.....	121,046	51,811	172,857	44,971	24,384	69,355
June 22.....	117,886	45,775	163,661	53,170	23,101	76,271
July 20.....	114,067	39,808	153,875	56,005	22,746	78,751
Aug. 24.....	108,013	43,153	151,166	60,121	23,058	83,179
Sept. 21.....	112,428	41,276	153,704	92,411	30,602	123,013
Oct. 19.....	104,556	32,250	136,806	106,085	34,062	140,147
Nov. 23.....	72,236	28,968	101,204	134,238	37,830	172,068
Dec. 21.....	53,515	26,026	79,541	150,583	34,691	185,274
Jan. 24, 1946.....	52,717	30,004	82,721	177,519	42,940	220,459
Feb. 21.....	43,983	31,907	75,890	208,822	47,229	256,051
Mar. 21.....	43,824	34,362	78,186	214,867	48,348	263,215

TABLE III—UNFILED VACANCIES BY INDUSTRY AND BY SEX, AS AT MARCH 21, 1946
(excluding Agriculture)

Industry	Male	Female	Total	Change from February 21, 1946	
				Absolute	Percentage
Logging—					
Pulpwood.....	7,681	19	7,700	-3,295	-30.0
Lumber.....	2,127	25	2,152	-1,028	-32.3
Other Logging.....	554	5	559	-313	-35.9
Total.....	10,362	49	10,411	-4,636	-30.8
Mining and Manufacturing—					
Coal Mining.....	1,109	2	1,111	-20	-1.8
Base Metal Mining and Primary Smelting and Refining—					
Iron and Steel.....	123	21	144	+1	+0.7
Nickel.....	2		2	-6	-75.0
Other Base Metals.....	327	11	338	-56	-14.2
Other Mining and Oil Producing.....	1,063	14	1,077	+120	+12.5
Aircraft and Parts.....	139	122	261	-16	-5.8
Shipbuilding and Repairs.....	465	9	474	+173	+60.1
Guns and Ammunition.....	122	45	167	-19	-10.2
Mechanical Transport and Armoured Fighting Vehicles.....	394	39	433	+211	+95.0
Secondary Metal Industries (excluding Machinery and Equipment).....	1,250	433	1,683	+156	+10.2
Electrical Machinery and Equipment.....	467	421	888	+99	+12.5
Other Machinery and Equipment.....	904	257	1,161	+182	+18.6
Chemicals and Non-Metallics.....	809	459	1,268	-130	-9.3
Food Processing.....	889	909	1,798	+238	+15.3
Textiles and Products.....	1,721	9,435	11,156	+157	+1.4
Wood Products.....	1,747	268	2,015	-72	-3.5
Pulp and Paper.....	883	482	1,365	+155	+12.8
Rubber and Leather.....	624	1,644	2,268	-156	-6.4
Other Manufacturing.....	1,042	1,491	2,533	-55	-2.1
Total.....	14,080	16,062	30,142	+967	+3.3
Construction.....	5,242	54	5,296	+2,095	+65.4
Transportation.....	2,345	168	2,513	+50	+2.0
Other Public Utilities.....	398	452	850	-35	-4.0
Public and Professional Service.....	2,043	2,603	4,646	+650	+16.3
Trade, Finance and Other Service.....	8,948	14,505	23,453	+3,280	+16.3
Grand Total.....	43,418	33,893	77,311	+2,371	+3.2

classified as machinists, structural steel workers, welders, and flame cutters. Many of these applicants have received a limited training in a war plant and are not qualified in the general trade. Moulders, particularly soil pipe moulders, are urgently needed and local offices are endeavouring to meet demand by the transfer of workers. There is also demand for fully experienced auto bodymen and mechanics.

Unskilled Workers

A slight improvement in the labour situation for unskilled workers was evident during the month, with demand increasing by 21 per

cent while the number of applicants seeking this type of work fell slightly. The rise in demand was due mainly to the increased number of male workers required for both light and heavy labour in the Ontario, Prairie, and Pacific Regions. At March 21, there were 20,529 vacancies reported at National Employment Service offices with unplaced applicants at that date numbering 104,079. More than one-half of the unplaced applicants are classified as light labour, representing handicapped, elderly, and untrained workers who were absorbed into industry during the war years, but are becoming increasingly difficult to place as a better type of applicant becomes available.

Regional Analysis

The Regional analysis which follows is based on the semi-monthly reports received from Local Employment Offices across Canada. The report covers employment conditions during the month ended March 22, 1946.

Maritime Region

Woods Operations—The recent mild weather has brought lumbering operations in the Maritimes almost to a close. Night transportation is being used in some areas in an effort to get the remnants of this year's record cut into the clear. However, such conditions of work make it difficult to secure adequate labour. A few pulpwood contractors in the Campbellton area are continuing work where snow conditions permit. Driving operations will commence in about a month, and when this occurs no shortage of labour is expected.

Coal Mining—No men other than first-class miners or veterans with reinstatement privileges are being hired in Maritimes coal fields. Coal output is gradually increasing as vacancies for skilled miners become filled. In the Cape Breton area, reinstatement of servicemen has reduced the number of vacancies to 260. The Greenwood Coal Company is again in operation and to date about 65 men have been taken on the payroll. Only 68 skilled miners are now required in the Minto area because of the return of ex-miners who had been working in the woods for the winter.

Manufacturing—Industrial activity throughout the Maritimes is curtailed by the shortage of materials, although lack of orders is handicapping some firms. In Amherst, the Maritime Pants Manufacturing Co. has closed due to the shortage of materials. The Trenton Steel Works of New Glasgow are laying off men pending further orders. An industrial dispute at the Eastern Car Company has involved 600 men in a work stoppage.

The Industrial Shipping Company at Mahone Bay has been awarded a contract to build 200 prefabricated houses, and will need about 200 men. Most of this labour is available in the district, carpenters and labourers being the chief requirement.

Shipbuilding and ship repair work are providing employment for many men in the region. The volume of repairs under way in the Halifax shipyards is reported as being the heaviest in years; sufficient work is on hand to keep the present staff of about 2,100 men busy for several months. However, little or no new demand for labour in the shipbuilding industry of Nova Scotia has been indicated for the past two weeks. At the Saint John Drydock Company, 185 workers were hired from 400 applicants for some temporary work.

Preparations for the spring fishing season are in full swing, and labour demands of the fish processing plants are expected to exceed the supply. The dehydration plant at Woodstock will close within the next two weeks, laying off 125 women.

Construction — Residential construction is making slow progress owing to the shortage of materials. In Halifax 160 new units are under construction but much of the work is being held up because of supply shortages, chiefly of flooring materials. The proposed erection of 250 Wartime Housing units has been cut to 150 in this city. Bricklayers are still scarce, although sufficient carpenters are now obtainable. Satisfactory progress is being made on the Veterans' Housing program at Saint John, where four houses are being finished and occupied each day. In the Sydney area, where unemployment is serious, one large firm could employ over 750 skilled and unskilled workers immediately if building materials were obtainable.

Ex-Servicemen—There has been a small increase in the employment of veterans, although the numbers of unemployed ex-service personnel are also increasing. Every effort is being made to extend the training facilities of the Department of Veterans Affairs and of Canadian Vocational training, but lack of buildings, equipment and instructors is seriously hampering the enrolment of additional trainees.

Quebec Region

Woods Operations—Large scale cutting is over in most areas, although in some parts work is being accelerated before all of the snow finally disappears. Labour requirements are now well in hand, as the transfer of workers from completed operations to less advanced work is now possible. Woodsmen leaving the bush in the Dolbeau area have opened about 250 replacement vacancies. Spring operations at La Tuque will be on a limited scale and men are rapidly leaving the bush. About 300 cutters are still required in the Matane region.

Drives are expected to start in early April because of the unusually early spring thaw, and ample help is available for most operators.

There has been an excellent cut of both saw-logs and pulpwood throughout the region during the past winter and indications are that output may have reached an "all-time" high.

Mining—Shortage of experienced miners and lack of housing facilities continue to handicap some Quebec operations. Hardrock mines in Rouyn and Val d'Or districts are still clamouring for experienced underground miners, but the demand for surface workers remains almost nil. Asbestos Corporation Ltd., Vimy Ridge, is rehiring men laid off a few weeks ago. The general mining outlook is good; development work at Lac Doré and Ungava will create appreciable employment opportunities in a few months.

Manufacturing—The employment picture in the general industrial field has not improved appreciably. The effects of the United States steel strike continued to be felt in the numerous Canadian industries depending on imported steel.

New industries planned, or already under way, promise a substantial reduction of unemployment in the near future. The Canadian Car and Foundry Co. is undertaking production of the Noresman plane at Cartierville and also the manufacturing rights for the Barnelli C.B.Y. 3 and aircraft assembly division. Eventually about 500 men will be employed. There are persistent rumours that the motor car industry may be established in the Sorel region, involving the Citroen and Kaiser-Fraser Companies, and the former Sorel In-

dustries gun plant. If this project materializes, large industrial development would occur in the area.

Canadian Power Boat Company in Montreal has begun an extensive program in the construction of utility craft which will create employment for an additional 300 men. In the furniture and upholstery field, Simmons Ltd. and St. Louis Bedding Co. of Montreal are increasing production facilities and enlarging payrolls. The footwear industry is still suffering severely from a shortage of skilled help, but this would appear to have no restraining effect on plant extensions and the opening of new factories. All tanneries are now working at full capacity but they are unable to keep up with present demands of the shoe manufacturers.

The Aluminum Company of Canada will reopen two more pot-rooms at Arvida in April, when 300 additional men will be required.

Renewed activity is expected in Quebec shipyards as the Federal Government will spend over \$2,000,000 in Montreal to rebuild Canada's depleted inland freighter fleets. Most of the important shipyards in the province will receive a share of the contracts.

Textile workers are badly needed at the Drummondville Cottons and Dominion Textiles plants of Magog, Montreal and Sherbrooke. The conversion to three eight-hour shifts resulted in this urgent need for extra workers.

Construction—Prospects in the construction industry are somewhat brighter owing to the unusually early spring and the expanded supply of building materials. The return of building controls will stimulate low-cost housing projects by channeling the required materials to them. The new priorities rating is designed to divert building materials away from non-essential construction. However, the flow of supplies is still inadequate to provide for all the residential, commercial and industrial building projects planned.

Spring maintenance of ways for the C.P.R. and C.N.R. will employ 700 men before June. Several thousand men will be required immediately for highway maintenance.

Ex-servicemen—Employment opportunities for veterans are still very limited. Most of those unplaced are either unskilled or partially skilled, and of an age where further training is difficult. However, an intensive campaign supported by the Employers' Council is gradually expanding "on-the-job" training opportunities.

Ex-servicemen qualified under the Veterans' Land Act will henceforth be eligible for instruction in a short agricultural course at

St. Hyacinthe. Special training is now being given to about 50 ex-servicemen, with satisfactory results.

Ontario Region

Woods Operations—Most companies have ceased operations because of the early spring break-up. Labour demand is limited to pulpwood cutters, who are required chiefly at Kapuskasing, Timmins and Sault Ste. Marie. Vacancies are available for a total of 2,000 men.

Pulpwood production increased by 900,000 cords in the 1945-46 season, and will supply sufficient raw materials for all paper mills operating in Ontario. As the sawlog industry also reported improved cuts, the Woods Labour Campaign, whereby fare was advanced and paid by U.I.C., may be considered successful.

In anticipation of spring driving, orders have been received for 340 river drivers in the Brent and Sault Ste. Marie areas. A few sawmills, hauling their logs directly from the woods to the mill yards, have commenced sawing.

Hard Rock Mining—Development work in the gold fields is expanding rapidly, with a consequent shortage of diamond drillers. About 5,000 men, of whom the majority are ex-servicemen, have been absorbed by the gold mining industry. Increased production at the Macassa, Lakeshore and Auror mines is due to the greater availability of labour over the past five months.

The International Nickel Company of Sudbury has commenced construction work at its Copper Cliff smelter. Two hundred smelter workers were recently recalled, and production is now continuing at the normal peace-time level.

Manufacturing—A great deal of employment activity is occurring in secondary metal industries and in the manufacture of machinery and equipment. At Windsor the majority of industrial concerns have recovered from the American steel strike and are now working at full capacity. The ending of the General Motors' strike in the U.S.A. will mean resumption of work for 500 employees in the Windsor plant and for a few thousand employees in Oshawa plants.

It is expected that a considerable number of heavy labourers will leave the iron and steel industries for outdoor work in the spring, leaving vacancies for others suited to this type of work. Clearance orders from manufacturing firms throughout the region have been placed by Ontario machine shops, including agricultural implement factories, which are calling for moulders, forge operators, and wood and metal pattern-makers.

Many men have been transferred to the Massey-Harris plant in Brantford, but there is a continued demand for foundry workers from Brantford, Hamilton, Galt and Guelph.

There are many indications that the need for production workers is on the increase. At St. Catharines, openings for semi-skilled help and lighter types of labour have increased considerably. At Belleville, the Corbin Lock Company is negotiating with contractors for the erection of a \$650,000 addition to their plant. The Canada Cement Company is also making an addition to their plant, which will eventually employ 200 men. At Hamilton there is a rise in the demand for heavy factory labour. The demand for textile workers has dropped considerably in the last few weeks. Female machine operators are urgently needed in the needle trades at Kitchener. At Guelph there is an acute shortage of female workers. In the furniture industry demand is heavy for skilled wood workers. Several wood-working companies are locating in New Toronto and expect to be in operation by the end of April. Qualified workers are scarce. Ex-servicemen are now receiving "on-the-job" training as woodworkers and upholsterers through Canadian Vocational Training.

Material shortages have occasioned numerous lay-offs throughout the region. Swift Canadian Company at Toronto released 50 labourers, and Phillips Electrical Works at Brockville has laid off 35 men. At Stratford 125 men in the Canadian National Railway shops will be replaced by ex-servicemen. Reduced production at the Chrysler Corporation in Windsor will result in the indefinite release of 78 workers.

Construction.—As spring approaches there is a marked increase in demand for all types of building tradesmen, especially bricklayers, plasterers, carpenters, plumbers, electricians and labourers. Building programs to be started this season include private homes and Wartime Housing units, as well as hospital and commercial construction.

In Toronto, bricklayers are urgently needed and there are also many openings for other skilled tradesmen. Orders for heavy labour in Hamilton are numerous. Kingston is also very short of bricklayers and electricians.

Construction activity in the Pembroke area is at a low ebb. One hundred and fourteen workmen were recently released by the Fraser Brace Company.

Ex-servicemen.—There are increasing indications of an improvement in employment conditions for veterans, although the general situation is still poor. An easier flow of supplies, the opening of Great Lakes navigation, and the commencement of construction work

will swell the number of placements. During the period May 1, 1945, to March 1, 1946, a total of 34,918 ex-servicemen were placed by the Toronto local office—an average of well over 100 per day for the entire period.

Prairie Region

Woods Operations.—The advent of early spring weather has almost stopped bush work at Fort William and Port Arthur. By the end of this period nearly all camps in the Thunder Bay District will be closed for a period of approximately three weeks, at which time the operators expect to start their spring drives and workers now leaving the woods will be re-employed. Some operators will be unable to complete their hauling programs for this year. Operations are continuing at Kenora and Fort Frances on a diminished scale and large numbers of woodsmen are returning from the bush.

Hard Rock Mining.—Greater activity is evident in the industry as spring approaches. Nearly all companies are seeking experienced miners and machine runners, but inexperienced men are not needed at present. Lack of housing accommodation in the Beardmore district hinders placements through clearance. Diamond-drilling crews and prospecting syndicates are very busy in this area.

At Flin Flon the need for men is mounting daily and entire crews are being moved in as obtained.

Manufacturing.—Industrial activity is still quite slow in this region. Meat packing plants, now at their season "low" in output, are still reducing staff. A further lay-off of 50 employees at Canada Packers in Winnipeg has occurred. At Calgary there has been a slight decline in cattle and hog receipts but no immediate lay-off is anticipated. Current separations chiefly involve farmers and farm labourers who are returning to agriculture. Cattle and hog receipts are down approximately 40 per cent as compared with the same period last year.

The Port Arthur Shipbuilding Co. has received contracts for two ships but men will not be needed for some time. Steel shortages will delay the rehiring of men who were laid off upon the completion of contracts. The brick yard at Estevan will employ another seventy men if the weather continues warm and dry. In the last two weeks, about sixty men have been engaged by the Canadian Car and Foundry Company at Fort William. More workers will be hired as material deliveries improve following strike settlements. Otherwise much of the slight increase in labour demand in this region is caused by farmers leaving industry for spring planting.

Construction.—Considerable construction work is planned for all points throughout this region as soon as weather permits. At Calgary, contractors are beginning operations already and a drastic shortage of carpenters and bricklayers is anticipated within the next month. There has been a slight improvement in this industry in the Edmonton area. Bricklayers will be required here for the erection of the Nurses' Home, Union Hospital, at the beginning of April. Also in Medicine Hat, Regina and Saskatoon increased activity is noted. Temporarily over 600 extra gang and section men have been laid off by the C.N.R. at various centres, but will be re-employed when the frost goes.

Ex-servicemen.—Throughout the Prairies a variety of projects are expected to absorb veterans as soon as spring comes. Mining development and construction programs will soon be under way. Calgary reports a definite up-trend in veteran placements and for the first time in six months the number of placements during a two-week period has balanced the number of new registrations. The Canadian army will take over the Alaska Highway on April 1, and will probably require mechanics and truck drivers.

Pacific Region

Woods Operations.—Labour requirements for the logging industry have greatly increased in the past two weeks. The shortage of skilled loggers, which has been developing gradually in the last six years, is now assuming serious proportions. Operators will have to train key personnel if production is to be expanded.

Logging operations have commenced in the Chilliwack area following improved weather conditions. Local labour cannot meet the demand and clearance orders will be required. Logging is in full swing in the Prince George area and skilled woodsmen are needed. Poor road conditions will shortly slow up operations in this area, however, and are at present hampering the industry in the Okanagan and Kootenay regions.

Sawmills.—The seasonal curtailment of logging operations has caused mills in all parts of the province to run below capacity, but the current increase in logging operations will stimulate sawmill employment. Portable sawmills are operating and vacancies are listed for forty workers.

Orders for heavy labour are still brisk in the New Westminster area but there is no difficulty in filling these requirements locally. Orders for skilled millhands are scattered, and are easily met by the movement of men from temporarily closed plants. Vancouver shingle mills have been able to secure rafts of cedar

logs and maintain normal activity. Several mills will operate additional shifts when a supply of logs is assured. Victoria sawmills are gradually returning to full production with little labour turnover. Except for the occasional skilled tradesman, orders are easily filled.

Coal Mining.—The acute shortage of certificated miners is seriously retarding development in all coal mining sections. Greatest shortages are in the Courtenay, Fernie and Nanaimo areas. Prospects of satisfying this demand are remote.

The Crow's Nest Pass Coal Company can use about forty unskilled men for underground work. Development work by the Tulameen Collieries at Princeton is suspended pending sinking of an air shaft. Labour requirements have been set in the Telkwa field.

Hard Rock Mining.—Activity is increasing in all fields. Mines in the Yukon Territory are starting spring operations and increased mining employment will in turn stimulate the services in the area. The availability of suitable mining machinery will govern the expansion of silver and silver lead mines in the Yukon region.

Existing demand is for experienced miners. Crews are now being assembled for placer operations in the Atlin district. Mines in the Cariboo district are very active and numerous orders are registered for experienced miners and muckers in the quartz mines.

In the base metals industry, labour demands remain unfilled for the Britannia Mining and Smelting Company and the Granby Consolidated Mining, Smelting and Power Co. Ltd. The possibility of a general strike is at present hanging over this industry, discouraging applicants from seeking this type of work.

Manufacturing.—Box-making and plant preparations for the coming season form the chief activity at this time, and ex-servicemen are meeting the region's general industrial needs. The few requirements of the metal industry are easily filled, but soil pipe moulders are still required.

Production in Vancouver's steel shipyards has not increased and orders for labour are easily filled. Shortage of shipwrights in the wooden shipbuilding industry is retarding construction in some yards. Victoria Machinery Depot staff reductions will continue until 450 workers have been released. Lay-offs are continuing in Prince Rupert shipyards.

The further lay-off threatened at the Heaps Engineering Works in New Westminster following the cancellation of Russian orders, was averted by the receipt of a large order from a California firm.

Construction.—Mild weather has led to an increased demand for unskilled labour. Skilled carpenters are still urgently required but the need for bricklayers and stone masons has eased considerably. Shortage of experienced tradesmen is due to the fact that most of them have now established their own small concerns, chiefly in the housing field. The shortage of carpenters is particularly acute in New Westminster and Nanaimo.

Throughout the region, construction in general is held up by lack of materials.

Ex-servicemen.—The number of unplaced applicants continues to increase steadily, but most offices anticipate a definite upswing in job opportunities with the coming of spring weather. There has been little difficulty in placing Service women. The few receiving out-of-work allowances are in general awaiting the commencement of training courses.

Applications for Employment; Vacancies and Placements; February, 1946

REPORTS received from the National Employment Service Offices of the Unemployment Insurance Commission during the four-week period February 1 to February 28, 1946, showed a decrease of 6.6 per cent in business transacted when compared with the preceding five weeks, December 28, 1945, to January 31, 1946, and a loss of 59.7 per cent in comparison with the four weeks February 2 to March 1, 1945, this computation being based on the average number of placements recorded daily. Under the first comparison, minor increases were noted in trade, agriculture, fishing and hunting but all other industrial divisions recorded declines. When

compared with the four weeks ending March 1, 1945, except for a nominal increase in agriculture and fishing all industrial groups showed losses, the most pronounced being a substantial decrease in manufacturing, and moderate reductions in services, forestry and logging, trade, public utilities operation and construction.

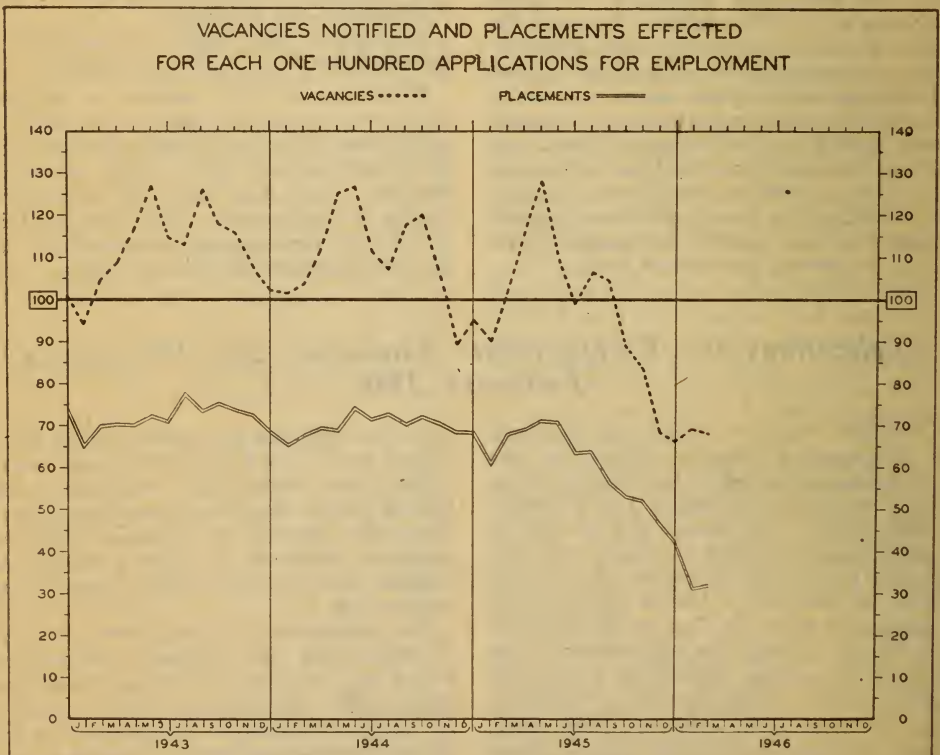
The accompanying chart shows the trend of employment since January, 1943, as represented by the ratios of vacancies notified and of placements effected for each 100 applications for work registered at Employment Service Offices throughout Canada. It will be seen from the graph that the curve of vacancies

in relation to applications took a downward trend while that of placements remained about the same. The ratio of vacancies to each 100 applications was 67.8 during the four weeks ending February 28, in contrast with 69.3 during the previous five weeks, and 102.0 in the four weeks February 2 to March 1, 1945. The ratio of placements to each 100 applications during the period under review was 31.9 compared with 31.3 in the preceding period and 68.4 during the four weeks ending March 1, a year ago.

The average number of vacancies reported daily by employers to the offices of the Commission throughout Canada during the four weeks ending February 28, was 4,477 compared with 4,979 in the previous five weeks and 7,415 during the corresponding four weeks last year. The average number of applications for employment received daily by the offices during the period February 1 to February 28, was 6,597 in comparison with 7,184 in the preceding period and 7,265 in the four weeks February 2 to March 1, 1945. The average number of placements made daily by the offices during the four weeks under review was 2,104 of which 1,910 were in regular em-

ployment and 194 in work of one week's duration or less, as compared with a total daily average of 2,254 during the previous five weeks. Placements in the four weeks ending March 1, 1945 averaged 4,974 daily consisting of 4,850 placements in regular and 124 in casual employment.

During the period February 2 to February 28, 1946, the offices of the Commission referred 79,545 persons to employment and effected a total of 50,505 placements; of these the placements in regular employment were 45,848 of which 33,595 were of males and 12,253 of females, while placements in casual work totalled 4,657. The number of vacancies reported by employers was 70,674 for males and 36,781 for females, a total of 107,455 while applications for work numbered 158,329 of which 117,085 were from males and 41,244 from females. Reports for the five weeks December 28, to January 31, 1946 showed 144,401 positions available, 208,346 applications made and 65,374 placements effected, while from February 2 to March 1, 1945 there were recorded 177,950 vacancies, 174,369 applications made and 119,386 placements in regular and casual employment.



The following table gives the placements effected by employment offices each year, from January 1936 to date:—

Year	PLACEMENTS		
	Regular	Casual	Totals
1936.....	217,931	113,519	331,450
1937.....	275,300	114,236	389,536
1938.....	256,134	126,161	382,295
1939.....	242,962	141,920	384,882
1940.....	320,090	155,016	475,106
1941.....	316,168	191,595	507,763
1942.....	809,983	85,638	895,621
1943.....	1,890,408	53,618	1,944,026
1944.....	1,693,119	46,798	1,739,917
1945.....	1,445,692	47,889	1,493,581
1946 (9 weeks).....	105,497	10,382	115,879

Nova Scotia and Prince Edward Island

Orders listed at National Employment Service Offices in Nova Scotia and Prince Edward Island during the four weeks ending February 28, 1946, called for a daily average of 160 workers, compared with 171 in the previous period and 255 during the four weeks ending March 1, 1945. Placements showed a daily average of 90 in contrast with 96 in the preceding five weeks and 198 during the period February 2 to March 1 last year. The reduction in placements from the four weeks ending March 1 a year ago was mainly due to a fairly large decrease in manufacturing supplemented by losses smaller in volume in public utilities operation, trade, services and construction. Placements by industrial groups included: manufacturing 620; services 578; trade 353; public utilities operation 176; forestry and logging 173, and construction 163. Regular placements numbered 1,316 of men and 672 of women.

New Brunswick

Positions offered through Employment Offices in New Brunswick during the period under review, averaged 142 daily in contrast with 149 during the five weeks terminating January 31, 1946, and 215 in the period terminating March 1 a year ago. There was a daily average of 59 placements in comparison with 66 in the previous five weeks and 153 during the corresponding period of 1945. Placements were less numerous in all industrial groups than during the four weeks ending March 1 last year. The largest decrease was reported in public utilities operation followed by moderate declines in manufacturing, trade, services, forestry and logging, and construction. Changes in all other groups were negligible. Placements by industries numbered: manufacturing 371; services 343; public utilities operation 208; construction 166; trade 144, and forestry and logging 113.

Quebec

There were 1,021 men and 279 women placed in regular employment.

There was a decrease in the average number of positions available daily at Employment Offices in the province of Quebec during the four weeks ending February 28, 1946; there being 1,072 compared with 1,335 in the preceding period and 2,376 during the four weeks ending March 1 last year. Placements, likewise, decreased under both comparisons, the daily average being 319 during the period under review, in contrast with 362 in the previous five weeks and 1,434 during the period ending March 1, 1945. The heavy reduction in placements from the period ending March 1 a year ago, was chiefly attributable to a marked decline in manufacturing augmented by substantial losses in forestry and logging, services, trade, construction and public utilities operation. Of the remaining groups a moderate decrease in finance and insurance was the most important. Industrial divisions in which most of the placements were effected were: manufacturing 3,071; services 1,318; forestry and logging 744; trade 700; construction 678; public utilities operation 635, and mining 405. Placements in regular employment totalled 5,673 of men and 1,800 of women.

Ontario

Opportunities for employment at Employment Offices in Ontario during the period terminating February 28, 1946, numbered 1,939 daily compared with 2,050 in the previous five weeks and 3,025 during the period February 2 to March 1 a year ago. The average number of placements effected daily was 965 during the four weeks under review, in contrast with 977 in the preceding period and 2,075 during the four weeks terminating March 1, 1945. A pronounced decline in manufacturing together with substantial losses in services, trade and public utilities operation, and decreases of much smaller proportions in forestry and logging, and construction accounted for the reduction in placements from the period terminating March 1 last year. In addition, moderate decreases were noted in finance and insurance, and mining. Industries in which employment was secured for more than 500 workers included: manufacturing 9,398; services 5,072; trade 2,525; construction 1,793; forestry and logging 1,687, and public utilities operation 1,575. Regular placements numbered 16,330 of men and 5,388 of women.

REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS
FEBRUARY 1 TO FEBRUARY 28, 1946

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Prince Edward Island	310	155	930	325	230	19	2,049
Charlottetown.....	209	109	625	218	165	1	1,427
Summerside.....	101	46	305	107	65	18	622
Nova Scotia	3,528	2,495	6,430	2,833	1,758	154	12,732
Amherst.....	125	6	333	143	163	.....	967
Bridgewater.....	145	54	159	97	20	10	452
Dartmouth.....	138	82	219	111	67	8	235
Digby.....	72	115	146	26	19	.....	399
Glace Bay.....	69	104	462	104	98	1	939
Halifax.....	1,363	1,201	1,500	925	398	9	1,738
Inverness.....	11	4	94	7	8	.....	212
Kentville.....	259	253	335	74	42	14	506
Liverpool.....	176	71	284	218	105	25	555
New Glasgow.....	483	91	946	444	359	41	2,128
New Waterford.....	13	197	124	26	17	1	259
North Sydney.....	64	10	184	60	58	4	314
Pictou.....	71	9	117	77	61	4	488
Springhill.....	4	12	71	8	1	.....	179
Sydney.....	262	68	666	275	175	28	1,761
Sydney Mines.....	31	7	127	34	34	.....	416
Truro.....	164	156	326	136	69	9	490
Yarmouth-Shelburne.....	78	55	387	68	64	.....	694
New Brunswick	3,408	2,641	4,818	2,119	1,300	110	7,573
Bathurst.....	196	184	374	56	15	7	870
Campbellton.....	446	370	368	155	81	37	778
Edmundston.....	267	84	201	78	84	.....	251
Fredericton.....	185	145	307	150	79	1	320
Minto.....	127	112	153	113	119	.....	108
Moncton.....	915	638	1,465	631	320	34	2,583
Newcastle.....	46	69	320	23	20	6	552
Saint John.....	977	814	1,310	770	453	18	1,673
St. Stephen.....	81	101	96	23	23	.....	143
Sussex.....	71	51	91	49	45	7	114
Woodstock.....	97	73	133	61	61	.....	176
Quebec	25,721	27,748	43,630	14,980	7,473	191	81,952
Acton Vale.....	43	84	43	33	31	.....	119
Asbestos.....	87	113	99	42	56	.....	137
Baie St. Paul.....	141	119	76	44	44	.....	306
Beauharnois.....	36	80	124	33	32	.....	464
Buckingham.....	143	102	213	72	60	.....	532
Causapsca.....	13	256	75	3	3	.....	245
Chandler.....	3	413	132	1	1	.....	412
Chicoutimi.....	660	1,232	609	77	51	.....	1,251
Coaticook.....	50	42	77	33	34	.....	133
Cowansville.....	7	32	52	1	4	.....	94
Dolbeau.....	711	1,201	78	1	1	.....	125
Drummondville.....	447	343	585	489	327	.....	896
East Angus.....	81	36	152	69	63	5	100
Farnham.....	115	73	102	54	45	.....	86
Granby.....	113	301	317	69	78	.....	390
Hull.....	290	448	711	133	97	.....	1,137
Joliette.....	319	344	567	222	128	.....	1,402
Jonquiere.....	41	35	391	6	3	.....	1,411
Lachute.....	137	78	686	135	100	.....	337
La Malbaie.....	64	30	106	6	9	.....	303
La Tuque.....	756	219	140	64	68	.....	250
Levis.....	222	83	436	96	79	.....	2,519
Louiseville.....	36	12	207	9	4	.....	403
Magog.....	30	35	81	19	6	.....	144
Matane.....	378	1,107	202	99	84	.....	255
Megantic.....	52	19	142	51	49	1	161
Mount Laurier.....	57	150	83	52	93	.....	69
Montmagny.....	15	17	203	16	16	.....	476
Montmorency.....	30	3	108	24	27	.....	524
Montreal.....	10,156	13,486	23,897	6,846	2,188	70	39,630
Plessisville.....	25	43	65	13	11	.....	170
Port Alfred.....	110	72	166	87	64	.....	263
Quebec.....	1,681	939	3,781	1,453	658	41	13,107
Richmond.....	79	47	73	54	44	4	86
Rimouski.....	392	1,377	485	158	133	.....	704
Riviere du Loup.....	19	169	230	1	3	.....	938
Roberval.....	87	412	119	67	30	.....	129
Rouyn.....	621	444	500	884	221	.....	437
Ste. Agathe.....	269	102	276	215	194	4	161
Ste. Anne de Bellevue.....	48	11	199	.....	.....	.....	364
Ste. Therese.....	242	212	318	153	144	1	767
St. Georges de Beauce.....	29	30	264	117	87	.....	298
St. Hyacinthe.....	669	679	331	173	50	1	595
St. Jean.....	455	309	848	395	263	.....	344

REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS
 FEBRUARY 1 TO FEBRUARY 28, 1946—Continued

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Quebec—Concluded							
St. Jerome.....	198	233	321	144	118		514
St. Joseph d'Alma.....	29	1	130	26	37		332
Shawinigan Falls.....	55	22	293	59	65		2,071
Sherbrooke.....	574	324	698	528	308	37	750
Sorel.....	192	15	620	183	183		2,553
Theford Mines.....	252	65	431	246	190	17	672
Three Rivers.....	590	170	1,286	389	194	10	3,374
Val d'Or.....	3,372	1,268	601	426	384		163
Valleyfield.....	299	166	718	300	226		1,155
Victoriaville.....	156	136	233	105	81		407
Ontario	46,543	28,833	58,858	34,776	21,718	1,438	86,617
Amnrior.....	101	20	155	78	78		91
Barrie.....	159	107	167	94	43		306
Belleville.....	325	119	464	313	278		665
Bracebridge.....	115	75	185	98	105		161
Brampton.....	128	152	253	68	57		413
Brantford.....	914	473	835	625	396	14	663
Brockville.....	217	68	285	201	166		203
Carleton Place.....	48	17	73	47	44		97
Chatham.....	293	234	589	190	108	9	1,115
Cobourg.....	86	26	107	69	57		94
Collingwood.....	17	55	291		1		815
Cornwall.....	656	212	1,096	562	442	69	1,189
Dunnville.....	23	60	99	24	16	3	150
Fergus.....	38	30	63	48	27		46
Fort Erie.....	88	21	238	93	72		784
Fort Frances.....	191	163	170	105	131		142
Fort William.....	771	424	1,229	722	584	7	2,532
Galt.....	565	636	263	209	116		209
Ganonoque.....	58	6	77	54	38	15	137
Goderich.....	77	137	95	58	36	5	153
Guelph.....	1,032	417	786	556	405		202
Hamilton.....	2,667	1,701	4,214	2,981	1,036	169	6,249
Hawkesbury.....	100	60	160	45	19	26	672
Ingersoll.....	159	64	119	165	114	4	42
Kapuskasing.....	479	436	40	20	181		36
Kenora.....	215	95	109	22	36		210
Kingston.....	767	243	854	810	471		670
Kirkland Lake.....	426	213	614	451	184	33	583
Kitchener-Waterloo.....	1,473	1,150	591	774	480		176
Leamington.....	76	60	244	71	23		529
Lindsay.....	53	23	227	58	43	4	566
Listowel.....	54	115	90	72	52		89
London.....	2,252	1,016	1,984	1,958	873	289	1,491
Midland.....	35	64	248	28	15		451
Napanee.....	76	52	129	64	68		175
Newmarket.....	41	34	92	10	6		263
New Toronto.....	1,023	351	1,246	841	792		739
Niagara Falls.....	463	278	555	297	126	9	851
North Bay.....	555	221	512	340	289	48	251
Orangeville.....	38	35	54	20	17		84
Orillia.....	207	108	405	188	133		811
Oshawa.....	413	305	1,276	359	245		6,570
Ottawa.....	1,868	1,308	3,419	1,874	733		3,719
Owen Sound.....	303	152	446	402	222	9	329
Paris.....	29	76	31	10	9		28
Parry Sound.....	51	27	427	44			687
Pembroke.....	201	145	409	107	58		430
Perth.....	192	145	266	182	107	11	157
Peterborough.....	424	344	559	447	271		852
Pictou.....	24	16	120	22	17		206
Port Arthur.....	1,431	1,652	1,286	680	578		1,871
Port Colborne.....	152	150	214	38	24	1	553
Port Hope.....	92	48	109	55	28		84
Prescott.....	61	33	108	45	35		209
Renrew.....	141	35	209	96	65		267
St. Catharines.....	684	226	1,543	755	486	5	3,567
St. Thomas.....	178	218	480	148	96	5	417
Sarnia.....	265	88	696	206	163		834
Sault Ste. Marie.....	466	613	455	246	212	4	696
Simcoe.....	162	94	205	63	33	9	225
Smiths Falls.....	111	56	125	60	66		141
Stratford.....	359	318	499	339	193	69	192
Sturgeon Falls.....	50	13	180	81	69		411
Sudbury.....	1,284	535	1,095	1,041	829	23	2,006
Tillsonburg.....	23	33	88				105
Timmins.....	1,126	1,063	1,306	1,235	1,052	24	761
Toronto.....	15,210	9,444	12,379	9,522	5,945	372	13,945
Toronto Junction.....	1,267	663	970	595	242	24	1,521
Trenton.....	317	252	224	133	105		490

REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS
FEBRUARY 1 TO FEBRUARY 28, 1946—Concluded

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Ontario—Concluded							
Walkerton.....	87	115	116	15	10		262
Wallaceburg.....	189	21	224	92	67		294
Welland.....	337	166	797	200	184	2	1,594
Weston.....	343	108	501	328	283		718
Windsor.....	1,444	370	7,874	1,771	1,021	176	17,165
Woodstock.....	178	230	203	156	62		206
Manitoba	5,136	2,839	9,266	5,330	2,445	913	16,349
Brandon.....	227	178	514	215	132		974
Dauphin.....	156	134	250	78	93		432
Flin Flon.....	264	143	195	194	213	9	36
Portage la Prairie.....	59	52	297	83	34		664
Selkirk.....	43	13	144	67	65		193
The Pas.....	97	127	136	78	43	4	122
Winnipeg.....	4,290	2,192	7,730	4,615	1,865	900	13,928
Saskatchewan	3,266	1,854	6,152	3,573	1,618	428	8,125
Estevan.....	80	61	135	67	80		150
Moose Jaw.....	311	162	688	410	168	7	1,158
North Battleford.....	59	74	254	39	17	4	499
Prince Albert.....	353	232	575	237	152	3	654
Regina.....	1,368	539	2,223	1,761	813	275	2,393
Saskatoon.....	844	609	1,572	914	304	118	2,128
Swift Current.....	61	33	179	37	25	11	337
Weyburn.....	96	83	112	30	14	2	162
Yorkton.....	94	61	414	78	45	8	644
Alberta	5,222	2,915	8,830	4,764	2,816	489	11,915
Black Diamond.....	18	12	82	6	6		166
Blairmore.....	181	116	74	36	66		53
Calgary.....	1,453	742	3,108	1,671	769	211	4,682
Drumheller.....	37	169	164	48	46		181
Edmonton.....	2,564	1,138	4,211	2,426	1,490	250	5,198
Edson.....	337	224	106	79	112		76
Lethbridge.....	205	215	597	228	113	27	846
Medicine Hat.....	216	93	284	191	127	1	390
Red Deer.....	211	206	204	79	87		323
British Columbia	14,321	7,404	19,365	10,845	6,490	915	33,190
Chilliwack.....	211	52	307	191	189		305
Courtenay.....	206	289	116	49	41		170
Cranbrook.....	28	33	74	22	21		132
Dawson Creek.....	141	90	150	93	92		75
Duncan.....	356	346	181	165	232	2	135
Fernie.....	45	65	27	23	26		35
Kamloops.....	126	80	316	48	40		218
Kelowna.....	87	46	247	116	45	1	604
Nanaimo.....	399	366	305	243	234		385
Nelson.....	133	115	382	99	121		795
New Westminster.....	686	279	1,554	742	447	20	3,026
North Vancouver.....	141	50	476	124	94		1,513
Penticton.....	192	28	375	372	149	17	487
Port Alberni.....	443	228	197	198	174		110
Prince George.....	428	126	329	333	321		182
Prince Rupert.....	176	112	278	111	111		521
Princeton.....	126	34	105	97	88	7	60
Trail.....	96	32	224	87	85		523
Vancouver.....	7,676	3,620	11,576	6,325	2,954	685	19,669
Vernon.....	266	121	358	165	178		796
Victoria.....	1,930	909	1,724	1,197	790	180	3,310
Whitehorse.....	429	383	64	45	58	3	139
Canada	107,455	76,884	158,329	79,545	45,848	4,657	263,532
Males.....	70,674	44,996	117,085	52,561	33,595	1,599	215,467
Females.....	36,781	31,888	41,244	26,984	12,253	3,058	48,065

Manitoba

The demand for workers on a daily average as indicated by orders listed at Employment Offices in Manitoba during the four weeks under review, was 214 compared with 247 in the period ending January 31, 1946, and 294 during the four weeks ending March 1 a

year ago. There was a daily average of 140 placements in comparison with 145 in the preceding period and 210 during the four weeks ending March 1 last year. Placements under manufacturing were considerably fewer than during the period February 2 to March 1, 1945, and moderate declines were reported

in trade, services and public utilities operation. Of the changes in all other groups, the gains exceeded the losses. Placements by industries included: services 1,043; manufacturing 786; trade 671; public utilities operation 296; construction 228, and forestry and logging 114. Placements in regular employment numbered 1,419 of men and 1,026 of women.

Saskatchewan

Orders received at Employment Offices in Saskatchewan during the period terminating February 28, 1946, called for an average of 136 workers daily in contrast with 130 in the previous five weeks and 159 during the period terminating March 1, 1945. Placements recorded a daily average of 85 during the four weeks under review, in comparison with 67 in the preceding period and 112 during the four weeks terminating March 1 last year. Moderate decreases in trade, services and manufacturing were the only changes of importance in placements from the corresponding period a year ago. Placements by industrial divisions included: services 826; trade 564; manufacturing 178; public utilities operation 163; construction 94, and agriculture 91. Regular placements totalled 881 of men and 737 of women.

Alberta

Employment opportunities as indicated by orders received at Employment Offices in Alberta during the four weeks ending February 28, 1946, showed a daily average of 218 workers, compared with 266 in the preceding period and 280 during the four weeks ending March 1 last year. The average number of placements registered daily was 138 during the period under review, in comparison with 162 in the five weeks ending

January 31, and 202 during the corresponding period a year ago. When comparing placements by industrial groups with the four weeks ending March 1, 1945, the most significant changes were moderate losses in manufacturing, services, trade, public utilities operation and mining, and a gain in forestry and logging. Industrial divisions in which the majority of placements were effected were: services 1,063; forestry and logging 560; trade 439; manufacturing 424; agriculture 204; construction 202; public utilities operation 198, and mining 161. There were 2,031 men and 785 women in regular employment.

British Columbia

During the period terminating February 28, 1946, the daily average of positions offered through Employment Offices in the province of British Columbia was 597, in contrast with 631 in the previous five weeks and 810 during the period terminating March 1, 1945. Placements were fewer under both comparisons, the daily average being 309, as compared with 378 in the preceding period and 591 during the four weeks February 2 to March 1 a year ago. There was a considerable variation of placements by industrial divisions when compared with the corresponding period last year, the most noticeable being substantial decreases in manufacturing, forestry and logging, and services. Losses somewhat smaller in volume were shown in trade and public utilities operation, also a moderate decline in finance and insurance, and a gain in mining. Placements by industries included: services 1,978; manufacturing 1,687; construction 964; forestry and logging 853; trade 814; public utilities operation 647, and mining 276. Placements in regular employment numbered 4,924 of men and 1,566 of women.

Strikes and Lockouts

Strikes and Lockouts in Canada During March, 1946

STRIKE activity in Canada showed an increase during March both as compared with the previous month and with March, 1945. Preliminary figures show 28 strikes in existence during March, 1946, involving 5,976 workers, with a time loss of 46,068 man-working days, as compared with 18 strikes in February, 1946, with 3,532 workers involved and a time loss of 12,406 days. In March, 1945, there were 23 strikes, involving 4,800 workers, with a time loss of 8,709 days.

Preliminary figures for the first three months of this year show 47 strikes, involving 10,449 workers, with a time loss of 79,067 days. For the same period last year there were 55 strikes, with 15,234 workers involved and a time loss of 47,302 days.

Of the 28 strikes recorded for March, two were settled in favour of the workers, 10 in

favour of the employers, one was a compromise settlement and nine were indefinite in result, work being resumed pending settlement. At the end of the month, six strikes were recorded as unterminated, namely: bakery workers at Halifax, N.S.; compositors at Winnipeg, Man.; metal factory workers at Niagara Falls, Ont.; electrical apparatus factory workers at Brockville, Ont., and Montreal, P.Q.; brewery workers at Montreal, P.Q.; and electricians at Windsor, Ont.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes as to which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated.

STRIKES AND LOCKOUTS IN CANADA, JANUARY-MARCH, 1945-1946†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per 1,000 Available Work Days
1946*						
January.....	12‡	12	2,935‡	2,935	20,593	0.28
February.....	16	18	3,377	3,532	12,406	0.17
March.....	19	28	4,137	5,976	46,068	0.63
Cumulative totals.....	47		10,449		79,067	0.36
1945						
January.....	17‡	17	5,452‡	5,452	31,937	0.44
February.....	16	17	5,012	5,023	6,656	0.09
March.....	22	23	4,770	4,800	8,709	0.12
Cumulative totals.....	55		15,234		47,302	0.21

* Preliminary figures.

‡ Strikes unterminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused, but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

STRIKES AND LOCKOUTS IN CANADA DURING MARCH, 1946⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man-working Days	Particulars ⁽²⁾
	Establishments	Workers		

Strikes and Lockouts in Progress Prior to March, 1946

MANUFACTURING— <i>Vegetable Foods—</i> Bakery workers, Halifax, N.S.	1	40	1,000	Commenced February 11; for a union agreement; un-terminated.
<i>Textiles, Clothing, etc.—</i> Clothing factory workers, Montreal, P.Q.	1	26	75	Commenced February 13; against dismissal of two workers allegedly for union activity; terminated March 4; return of workers; in favour of employer.
Hosiery mill workers, Sherbrooke, P.Q.	1	480 ³	1,440	Commenced February 18; for increased wages; terminated March 4; conciliation, provincial, and return of workers pending time study of operations; indefinite.
<i>Printing and Publishing—</i> Compositors, etc., Winnipeg, Man.	2	113	2,900	Commenced November 8, 1945; for a new agreement providing for increased wages and other conditions; un-terminated.
<i>Metal Products—</i> Metal factory workers, Niagara Falls, Ont.	1	33	850	Commenced February 25; for a union agreement providing for union shop, check-off, etc.; un-terminated.
Electrical apparatus factory workers, Brockville, Ont., and Montreal, P.Q.	2	900	23,400	Commenced February 26; for a new agreement providing for union shop, increased wages, reduced hours, etc.; un-terminated.
Farm implement factory workers, London, Ont.	1	35	750	Commenced February 27; for a new agreement providing for increased wages, reduced hours, vacations with pay, etc.; terminated by March 30; replacement; in favour of employer.
Foundry workers, Smiths Falls, Ont.	1	108	216	Commenced February 28; against dismissal of a worker for cause; terminated March 2; negotiations; in favour of employer.
Electrical apparatus factory workers, Toronto, Ont.	1	104	1,400	Commenced February 28; for retroactive payment of incentive bonus under negotiations; terminated March 26; conciliation, provincial; in favour of employer.

Strikes and Lockouts Commencing During March, 1946

MINING— Coal miners, Glace Bay, N.S.	1	680	680	Commenced March 7; protesting consideration payment allowed by temporary overman for incidental datal work; terminated March 7; return of workers; in favour of employer.
Coal miners, Minto, N.B.	1	155	310	Commenced March 8; against penalizing run miners for sending up dirty coal; terminated March 9; return of workers; in favour of employer.
Coal miners, Glace Bay, N.S.	1	86	516	Commenced March 13; protesting consideration payment allowed by temporary overman for incidental datal work; terminated March 19; return of workers pending settlement; indefinite.
Coal miners, Cambria, Alta.	1	100	200	Commenced March 18; for employment of extra pushers and drivers, and against transfer of a motorman to another job; terminated March 19; return of workers; in favour of employer.

STRIKES AND LOCKOUTS IN CANADA DURING MARCH, 1946⁽¹⁾—Continued

Industry, Occupation and Locality	Number Involved		Time Loss in Man-working Days	Particulars ⁽²⁾
	Establishments	Workers		
Strikes and Lockouts Commencing During March, 1946—Continued				
MINING—Con.				
Coal miners, Florence, N.S.	1	640	3,200	Commenced March 25; <i>re</i> payment for loading bone as coal instead of stone; terminated March 29; return of workers pending settlement; indefinite.
Pitchblende miners, Port Radium, N.W.T.	1	225	225	Commenced March 30; against dismissal of two workers allegedly for union activity; terminated March 30; conciliation, federal, and return of workers pending investigation; indefinite.
MANUFACTURING—				
<i>Tobacco and Liquors—</i> Brewery workers, Montreal, P.Q.	4	700	1,650	Commenced March 28; against Finding and Direction of RWLB ⁵ cancelling wage increase previously approved; un-terminated.
<i>Boots and Shoes (Leather)—</i> Shoe factory workers, Montreal, P.Q.	1	108	1,700	Commenced March 8; against dismissal of four workers for refusal to work overtime; terminated March 30; conciliation, provincial, and return of workers pending reference to arbitration; indefinite.
<i>Textiles, Clothing, etc.—</i> Knitting factory workers, Toronto, Ont.	1	70	60	Commenced March 26; refusal to work under temporary foreman; terminated March 26; return of workers; in favour of employer.
Dye factory workers, trainees, St. Catharines, Ont.	1	7	35	Commenced March 26; for increased wages; terminated by March 30; replacement; in favour of employer.
Silk hosiery factory workers, Drummondville, P.Q.	1	132 ⁴	330	Commenced March 27; alleged delay in negotiations for a union agreement providing for increased wages and other conditions; terminated March 29; conciliation, provincial, and return of workers pending further negotiations; indefinite.
<i>Miscellaneous Wood Products—</i> Shingle mill workers, South Westminster, B.C.	1	29	415	Commenced March 8; against dismissal of a worker for cause; terminated March 25; conciliation, provincial; in favour of employer.
<i>Metal Products—</i> Metal factory workers, Vancouver, B.C.	1	7	91	Commenced March 5; against dismissal of two workers allegedly for union activity; terminated March 19; negotiations; in favour of workers.
Freight car factory workers, Trenton, N.S.	1	600	2,400	Commenced March 20; <i>re</i> piecework rates and daily quota for axle turners; terminated March 25; conciliation, federal, and return of workers pending reference to an umpire; indefinite.
<i>Non-Metallic Minerals, Chemicals, etc.—</i> Clay products factory workers, Claybank, Sask.	1	33	363	Commenced March 2; for a new agreement providing for increased wages and reduced hours; terminated March 14; return of workers pending further negotiations; indefinite.
CONSTRUCTION—				
<i>Buildings and Structures—</i> Electricians, Windsor, Ont.	9	120	960	Commenced March 22; against inclusion of clause in agreement that wage increases would be subject to approval of RWLB; un-terminated.

STRIKES AND LOCKOUTS IN CANADA DURING MARCH, 1946 (1)—*Concluded*

Industry, Occupation and Locality	Number Involved		Time Loss in Man-working Days	Particulars(?)
	Establishments	Workers		
Strikes and Lockouts Commencing During March, 1946—Concluded				
TRANSPORTATION— <i>Other Local and Highway—</i> Truck drivers and helpers. Windsor, Ont.	1	12	12	Commenced March 21; against penalty deductions from wages of two workers for property damage; terminated March 21; return of workers pending reference to arbitration; indefinite.
<i>Water—</i> Freight handlers, Halifax, N.S.	1	400	600	Commenced March 25; for suspension of a foreman because of dismissal of a worker found sleeping on the job; terminated March 26; conciliation, federal, and reference to arbitration; compromise.
TRADE— Junk yard workers, Vancouver, B.C.	1	33	290	Commenced March 14; against dismissal of a worker allegedly for union activity; terminated March 25; negotiations; in favour of workers.

¹ Preliminary data based where possible on direct reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

² In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

³ 45 indirectly affected.

⁴ 48 indirectly affected.

⁵ RWLB—Regional War Labour Board.

Strikes and Lockouts in Great Britain and Other Countries

THE latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month, bringing up to date that given in the March, 1946, issue in the review "Strikes and Lockouts in Canada and Other Countries." The latter includes a table summarizing the principal statistics as to strikes and lockouts since 1919 in the various countries for which such figures are available, but many countries are no longer reporting due to unsettled conditions following the war. Statistics given in the annual review and in this article are taken as far as possible from the government publications of the various countries concerned.

Great Britain and Northern Ireland

The British Ministry of Labour Gazette publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in January, 1946, was 191, and 14 were still in progress from the previous month, making a total of 205 during the month. There were 39,700 workers involved, and a time loss of 119,000 working days was caused.

Of the 191 stoppages which began during January, 16 arose out of demands for advances in wages, 55 over other wage questions, eight on questions as to working hours, 25 on questions respecting the employment of particular classes or persons, 78 on other questions respecting working arrangements, and nine were on questions of trade union principle.

British India

Preliminary figures for October, 1945, show 93 work stoppages, involving 61,712 workers, with a time loss of 278,608 man-days. For November, 1945, the figures are 82 work stoppages, involving 107,594 workers with a time loss of 630,153 days.

United States

Preliminary figures for February, 1946, show 260 strikes and lockouts beginning in the month, in which 130,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 21,500,000 man-days. Corresponding figures for January, 1946, are 325 strikes and lockouts, involving 1,400,000 workers, with a time loss of 19,200,000 man-days.

Labour Law

Legal Decisions Affecting Labour

Rules Laid Down By Alberta Coal Mines Regulation Act Must Be Observed in Appointing Check-Weighers

FINDING that the provisions of the Alberta Coal Mines Regulation Act, 1945, respecting the selection of a check-weigher, had not been complied with by the miners employed by the Red Deer Valley Coal Company at Drumheller, District Court Judge Edmanson on February 22, 1946, quashed the appointment.

The Act provides for the appointment by miners, who are paid according to the weight of the coal mined, of a man to check the weighing of their output. The Act stipulates that after a notice has been posted in a conspicuous place for at least 48 hours, a meeting of the miners concerned must be held. The meeting must appoint a chairman and secretary and then decide by secret ballot whether to appoint a check-weigher, written nominations then being accepted if a majority votes for an appointment. The election by secret ballot must be held on the third day after the meeting and notice of the meeting and of the result of the election, if one is held, must be left at the mine-office.

Judge Edmanson found from the evidence, however, that at the meeting which led to the disputed appointment, the chairman and secretary had not been appointed by the meeting, that the decision to hold an election was made by an open vote and not by secret ballot, and that the meeting had been told erroneously that a successful candidate must receive at least 51 per cent of the votes cast.

In the balloting one miner received 50 per cent of the votes. Notice of his election was not left at the office, however, and after two informal meetings a number of miners decided to hold another election of which only 24 hours' notice was given to some miners and none to those on the day and night shifts of the day before. Jones, the 1945 check-weigher, received the most votes in this election. Notice of his appointment was filed at the mine-office.

Judge Edmanson, after pointing out the irregularities in the proceedings at the first meeting and the holding of a second election without proper notice, declared the appoint-

ment of Jones null and void, directed that another meeting be held and any subsequent vote conducted under the supervision of the district mine inspector.

Before making his decision, Judge Edmanson overruled several objections made by counsel for the respondent Jones, who alleged that the complaint was invalid since it had been signed not by the applicant himself but by his solicitor for him, and because the complaint had been made in fact on behalf of another who, not being a miner paid by weight, was not qualified to make it. It was held, however, that the complaint was valid since the applicant had authorized his solicitor to sign it for him and was himself qualified to lodge the complaint. *In re The Coal Mines Regulation Act; in re Check-Weigher of Red Deer Valley Coal Company Limited* (1946) 1 W.W.R. 432.

Quebec Court Awards Damages for Accident at Improperly Guarded Machine

The Superior Court at Montreal on January 30 awarded damages of \$1,749.52 to the husband of a laundry-worker who was injured on June 10, 1943, while operating a steam-mangle. Since the laundry employed less than six, it was excluded by regulation from the Quebec Workmen's Compensation Act. Under the Quebec Civil Code a married woman cannot institute an action without her husband or without his authorization.

The accident occurred when the woman was inserting an article between the rollers of the machine. Her left hand was crushed and four fingers had to be amputated.

Mr. Justice Duranleau rejected the employer's plea concerning the worker's negligence, holding instead that the employer had been negligent in not taking proper precautions. He found that the mangle was of an outmoded design, and that the guard, a fixed bar extending along the rollers, had not been adjusted for a woman's hand, but left so much space between the table and the guard that her hand could be caught between the rollers.

The Court, pointing out that modern machines have guards which are not fixed, are farther away from the rollers and closer

to the table, and automatically stop the rollers when the operator's hand gets under the guard as far as the knuckles, considered that, since an old machine was being used, it was the duty of the employer to be especially careful.

The Court, in awarding damages of \$1,749.52 instead of the \$5,000 claimed by the husband, held that in fixing the amount account had to be taken of the fact that the admittedly unsatisfactory condition of the machine had existed for a long time and that the operator had never complained about it, that the accident was the first of its kind at the laundry, and that the operator had not been as careful as she might have been. The damages included \$199.52 for hospital and doctors' bills, \$100 for the pain suffered, \$250 for temporary total disability and \$1,200 for permanent partial disability, from the total of which the \$254.08 voluntarily paid by the employer for medical expenses was to be deducted. *Cournoyer v. Eeckhout*, Montreal Superior Court, January 30, 1946.

Quebec Court Refuses Damages to Window Cleaner when Window-ledge Breaks

Declaring that, in kneeling on a ledge below the window which he was cleaning, the plaintiff had made improper use of the ledge, and that the accident he suffered was due to his "own temerity and imprudence", Mr. Justice Tyndale in Montreal Superior Court on January 31 dismissed with costs a janitor's action for damages of \$19,400.50. Before delivering judgment, the Court set aside, because of error, a release the plaintiff had made in settlement of any claim he might have to damages.

The accident occurred on May 26, 1942, when the workman fell, after the window-ledge broke, and fractured his pelvis. After hospitalization the workman was informed by medical opinion that he would not suffer any permanent disability. He accordingly made a settlement for \$500 with the owner of the property.

In March, 1943, however, the plaintiff returned to the hospital, and an examination showed that the pain and weakness from which he had been suffering were caused by a hitherto unsuspected fracture of a spinal vertebra. It was agreed that this resulted from the accident and that he would be, in some measure, permanently disabled. The workman thereupon sued for damages, alleging that the owner was at fault because of the unsafe condition of the "window sill", and asked that the release he had signed be set aside.

The Court set aside the release, but held, however, that the ledge was not part of the window sill, that in kneeling upon the ledge the plaintiff was making a use of it which was neither intended nor necessary, and that "a reasonable man should have known that it was dangerous to rest his weight upon it." *Stapleton v. Havemeyer*, Montreal Superior Court, January 31, 1946.

English Court Allows Appeal of Epileptic's Widow in Workmen's Compensation Case

The English Court of Appeal on February 28 allowed the appeal of the widow of a workman from a decision in a lower Court which held that she was not entitled to compensation under the Workmen's Compensation Act, 1925, because the accident to her husband did not arise out of his employment.

The workman, an epileptic, while working in a beet field, suffered a fit and fell face downwards in a water-filled rut, dying of asphyxia. The County Court Judge, from whose decision the widow appealed, considered he was bound by the Appeal Court's dismissal of a similar appeal in a 1933 case involving a workman, a known epileptic, who fractured his skull on a floor, a floor not in itself dangerous to normal people.

The Court of Appeal considered the question at issue was one of fundamental importance to the right understanding of the real basis of workmen's compensation formulated in . . . Section 1 (1) of the Act of 1925:—

If in any employment personal injury by accident *arising out of and in the course of the employment* is caused to a workman, his employer shall, subject as hereinafter mentioned, be liable to pay compensation in accordance with the provisions hereinafter contained. . .

The italicized words are used in the National Insurance (Industrial Injuries) Bill now before the British Parliament, and in all the Canadian Workmen's Compensation Acts.

The Court of Appeal agreed with counsel for the widow that the 1933 case had been wrongly decided and was inconsistent with general principles laid down by the House of Lords and with other Appeal Court decisions.

Lord Justice Scott, delivering the judgment, stated that

It was only if the accidental injury had no casual connexion with the employment at all that it could be said not to arise out of it, though it might occur in the course of it. It was for that reason that the employer could not escape liability by showing that some factor such as disease was a predisposing or even contributing cause of the injury; he must show that it was the sole cause. The statutory language contained no words which qualified the absolute generality.

What the Court had to interpret was the whole of that complex legislation expressed in the lines of Section 1 (1). Sick men and partially unfit and partly disabled men in employment were intended by Parliament to receive the benefits of that Act just as much as the hale and hearty and perfectly fit men. *Wilson v. Chatterton*, Times Law Report, March 1, 1946.

Australian High Court Declares Wartime Minimum Wage Regulations Valid

Regulations concerning minimum wages for women workers which were made by the Commonwealth Government of Australia under the authority of the National Security Act, 1939-43, have been declared valid by the High Court of Australia. The validity of the National Security (Female Minimum Rates) Regulations, as amended in 1945, was challenged by employers in various food and clothing industries to whom they chiefly applied. The employers argued that the Commonwealth had no power to fix minimum rates of wages, that its authority under the National Security Act covered only matters associated with "the public safety and the defence of the Commonwealth."

The Regulations stipulate that, in respect of the normal weekly hours in the industries to which they apply, experienced adult females must be paid a minimum of 75 per cent of the lowest adult male rate, and inexperienced women and girls an amount which bears the same proportion to 75 per cent of the lowest adult male rate as the amount which they previously received bears to the corresponding adult or fully experienced female rate. Women who were receiving a higher rate than prescribed by these Regulations continue to be paid at the higher rate.

Industries to which the Regulations apply include the manufacture of woollen, worsted and cotton textiles, and of knitting and hosiery; pickle and jam making; the processing or preserving of fruit, vegetables, meat, eggs, milk, butter, cheese and margarine; boot and

shoe manufacture; and the occupations of the domestic staffs of hospitals, asylums and similar institutions.

In his judgment, Chief Justice Latham stated that women receiving less than 75 per cent of the male rate in the food and clothing industries would naturally tend to leave these industries for those in which higher rates were paid. In his opinion, the reduction of such disparities in rates between industries would tend to reduce labour turnover and benefit generally the food and clothing industries, thus helping to promote the re-establishment of servicemen in civil life.

Provisions for the repatriation of soldiers and their re-establishment in civil life are directly associated with the defence of the Commonwealth... They are a necessary step in a wise scheme of demobilization, and are of great importance as affecting the defence of the Commonwealth in relation to any possible future war.

The Chief Justice pointed out that a stage might be reached when the continuance of a particular war control could not reasonably be advocated as necessary for defence purposes. In such case, the Court's duty would be to declare the legislation invalid or no longer operative. In the present case, it had not been shown that the challenged regulations were not desirable or possibly necessary for their declared purposes, which purposes had a real connection with the prosecution of the war and with the defence of the Commonwealth.

Reference was made to the Canadian case, *Fort Francis Pulp and Paper Company v. Manitoba Free Press*, 1923 A.C. 696, in which the Judicial Committee of the Privy Council stated:

Very clear evidence that the crisis had wholly passed away would be required to justify the judiciary, even when the question raised was one of ultra vires which it had to decide, in overruling the decision of the Government that exceptional measures were still requisite.

Act to Decasualize Dock Labour in Britain

WARTIME voluntary schemes for the regulation of the employment of dock workers are to be placed on a permanent basis by an Act passed by the Parliament of the United Kingdom on February 14.

During the war, voluntary schemes operated by the Minister of War Transport put an end to casual employment at the docks on the Mersey and the Clyde where about 28,000 men were protected by them. At other ports somewhat similar schemes, covering some 46,000 men, were administered by the National Dock Labour Corporation, a joint

organization of employers and workers under the Essential Work (Dock Labour) Order, 1941 (L.G., 1942, p. 130). These latter arrangements will come to an end when the Emergency Powers (Defence) Acts expire and the Clyde-side and Merseyside schemes can be terminated on the initiative of any of the parties.

In moving second reading of the Dock Workers (Regulation of Employment) Bill, on November 12, Mr. George Isaacs, Minister of Labour, recalled the days when thousands of men lined up at the dock gates and it was a case of the survival of the fittest.

The Minister stated that the employers were anxious to see the wartime welfare schemes for dockers maintained. Neither side of the industry wished to see it relapse into the casual conditions which prevailed before the war.

The Act provides that a scheme, prepared jointly by the employers' and workers' organizations at any port, for ensuring greater regularity of employment for dock workers, and for securing an adequate number of workers may be submitted for approval to the Minister of Labour and National Service. No scheme may take effect until embodied in an Order made by the Minister who is required to give opportunity for discussion and amendment. Such Orders must be laid before Parliament as soon as possible and may be annulled by resolution of either House within forty days.

If no scheme is in effect at any port or for any class of dock workers before October

1, 1946, the Minister may prepare such a plan on the joint application of both sides of the industry or on his own initiative if it appears unlikely that arrangements will be made by the parties within a reasonable time.

To be approved, a scheme must provide for regulating the recruitment of dock workers and their allocation to employers, for guaranteeing payment to men to whom the scheme applies when work is not available, for ensuring that rates of pay and conditions of service, including holidays with pay, are in accordance with national or local agreements and for making satisfactory provision for training and welfare. It must provide, too, for an administrative body and for the cost of operating the scheme.

As regards expenses, it is expected that each scheme will provide for its own operation, but the Minister may, with the consent of the Treasury, make loans in periods of temporary difficulty.

Safety Regulations Concerning Unfenced Machinery in the United Kingdom

THE British Operations at Unfenced Machinery Regulations, 1938, were amended slightly on January 30, 1946. These Regulations, made under the Factories Act, 1937, apply to the examination, lubrication or adjustment of any unguarded part of machinery and, in the processes specified in the Regulations, to the lubrication, mounting or shipping of a belt in transmission machinery, which must be done while the part of machinery is in motion.

The Factories Act, 1937, reproduces and extends certain safety provisions of the earlier factory law relating to the guarding of machinery. Every flywheel directly connected to any prime mover and every moving part of any prime mover, every part of transmission machinery (such as shaft, wheel, drum, pulley, coupling, clutch or driving belt) and every dangerous part of other machinery must be securely fenced "unless it is in such a position or of such construction as to be as safe to every person employed or working on the premises as it would be if securely fenced". In connection with machinery other than transmission machinery and prime movers, if fixed guards cannot be used because of the nature of the operation, the safety requirements are considered to have been complied with if a device is provided which automatically prevents the operator from coming into contact with the part.

Because, in circumstances of emergency, it may be necessary to examine machinery

immediately and fencing may have to be removed for that purpose, and because in some industries a manufacturing process once begun must be carried on continuously until its completion, Sections 15 and 16 of the Factories Act make special provision with respect to both unfenced and fenced machinery, parts of which must be examined while they are in motion. It is under these sections that the Operations at Unfenced Machinery Regulations were issued in 1938.

Part I of the Regulations deals with adjustments, etc. to machinery in motion other than transmission machinery and Part 2 with parts of transmission machinery in motion in such continuous processes as in the manufacture of beet sugar, paper, viscose transparent paper or film, flour from wheat, animal food-stuffs, milling and the extraction of oil or similar products from cereals and seeds, the enamelling of wire, certain processes in the production of nickel and aluminium, and in the manufacture of certain chemicals. The 1946 amendment to the Regulations added one process to this list and replaced another.

The Regulations require that, to carry out the examination, lubrication or adjustment or the handling of a belt or any part of the machinery to which they apply, at least one person shall be appointed a machinery attendant by the occupier of a factory, by signed entry in or by certificate attached to the general register in which the occupier of every factory is required to keep certain records for the information of the factory

inspector. A machinery attendant, according to Section 15 of the Factories Act, must be a man at least 18 years old. The Regulations stipulate that he must be sufficiently trained for the work, acquainted with the risks involved, have a certificate of appointment which indicates the limitations, if any, to the operations he can perform, and he must be supplied with a precautionary leaflet prescribed by Order of the Secretary of State.

No operation covered by the Regulations may be performed except by a machinery attendant properly authorized. He must wear a close-fitting single-piece suit of overalls in good repair which is so fastened that there are no exposed loose ends of the suit or of other clothing and which has no external pocket other than a hip pocket. The attendant must make proper use of any safety appliances provided; there must be a person competent to act in case of an emergency immediately available within sight or hearing of the attendant; and whatever steps are necessary, including the erection of a barrier, must be taken to prevent other persons from being exposed to risk of injury.

The provisions concerning a machinery attendant do not apply to the setting up of a machine by a skilled mechanic or tool-setter of at least 18 years of age whose duty it is to set up such a machine and who wears the required overall in the prescribed way and makes proper use of any appliances provided for the safe carrying out of the operations. A person other than a machinery attendant may be permitted to perform the operation on a special occasion if all the other conditions are met and if such person has been authorized in writing by the management to do so.

The Regulations also require set-screws, bolts or keys on revolving parts and toothed

or friction gearing with which a person performing the operations is liable to come into contact, to be securely fenced to prevent this. Any ladder used must be securely fixed or lashed or be firmly held by a second person.

Certain precautions must be taken in the case of transmission machinery. A belt must not be handled at a moving pulley in order to mount or ship it onto the pulley unless (1) the belt is less than six inches wide; (2) has already been used for driving on that pulley; (3) the belt joint is either laced or flush with the belt or is secured by a method approved by a certificate of the Chief Inspector of Factories; (4) the belt, including the joint, and the pulley-rim are in good repair; (5) there is reasonable clearance between the pulley and any fixed plant or structure; and (6) secure foothold and, where necessary, handhold, are afforded for the operator. All belts which are used in the specified processes and liable to be handled at a moving pulley must be inspected daily by a competent person from a safe position, and any repair or replacement found to be necessary must be made as soon as practicable.

Where a part of machinery is only being moved by hand or by a barring engine or by an inching or similar device and the examination, lubrication or adjustment or the handling of a belt is being carried out by a man over 18, the provisions concerning machinery attendants, transmission machinery, and those requiring certain parts on revolving shafts, etc. to be fenced do not apply.

The Chief Inspector of Factories may, by written certificate, authorize some relaxation of the Regulations where, because of special methods of work or other special circumstances, their application would be unreasonable or inappropriate.

Safety in Electric Arc Welding in Great Britain

A MEMORANDUM on Electric Arc Welding (fourth edition) of some 15 pages has been issued by the Factory Department of the Ministry of Labour and National Service. The adverse effects of certain features of the electric arc welding process are indicated and preventive measures described.

The process is exempted from the specific requirements of the Electricity Regulations, 1908, on premises where the Factories Act applies, "provided that the process be so worked and the apparatus so constructed and protected and such special precautions taken as may be necessary to prevent danger". The occupier of the factory and, under the Electricity Regulations, the agents and work-

men, must conduct their work according to this proviso.

The material in the pamphlet is arranged under three heads: Protection against Electrical Risks; Protection against Other Risks; Protective Shields, Screens and Clothing. Protection against electrical risks is discussed under the following headings: The Circuit; Earthing and conductivity of the welding return circuit; Electrical protection of welding circuits; Electric holders; Safety devices; Cables and cable couplings; and Earthing clamps.

Other risks, such as those from radiations, chipping of slag, fumes, hot metal, ignition of inflammable materials and trigger finger,

are described and the desirable precautions indicated. To reduce the intensity of the various radiations, glasses of the proper kind should be worn to protect the eyes, the five grades approved by the British Standards Institution being suitable for the various types of industrial operations.

The Protection of Eyes Regulations, 1938, require goggles or effective screens to protect the eyes of persons employed in the process of electric welding from particles or fragments thrown off. In connection with the removal of slag, good lighting will make for safety by reducing the chance of a defective weld, and will protect the operator against eye-strain.

Ventilation must be adequate to dispose harmlessly of the fumes arising from welding operations, especially when these are done in confined spaces such as inside a boiler. When the boiler has two or more openings, portable propeller fans can be arranged to exhaust at one opening and to blow in fresh air at another. Where the opening of a tank is at some distance from the open air, an impeller fan should be used to supply fresh air. Nitrous fumes and fumes from welding processes where the materials contain lead, manganese or cadmium are toxic and their inhalation must be prevented.

Where the welder is standing at a bench, a helmet and gauntlets may provide sufficient protection against hot metal, but in other circumstances an apron, leggings or complete protection for head, arms and upper parts of the body may be necessary.

Precautions should be taken against the ignition of inflammable materials, special care being necessary when dealing with vessels which contain or have contained any explosive or inflammable substance.

The remedy for trigger finger appears to lie in modifications of the design of the

electrode holder and handle and in the use of suitable gloves to protect the hands.

The final section of the pamphlet, on protective shields, screens and clothing, discusses the use of helmets or head shields and hand shields, goggles, screens, gloves, aprons and boots and leggings. The shields should be light, strong and of heat-resisting, non-ignitable material which is impervious to the various rays given off from the electric arc. The helmet is the best head shield, the handshield not being nearly as satisfactory.

Goggles for protection from rays should always have opaque side shields to prevent rays entering from the side and causing "eyeflash". Goggles for protection from flying pieces of slag should be fitted with clear non-splinterable glass; where protection from rays is also needed, the appropriate optical glass should be protected from mechanical damage by a superimposed piece of clear glass.

Screens, which should be placed around all electric welding operations for the protection of other employees from the rays, should be opaque, sturdy but not heavy or cumbersome, and of material not easily ignitable.

Gloves should give protection against heat, sparks, pieces of hot metal and radiations from the arc. Rubber gloves are unsatisfactory; leather ones should be reinforced at points most subject to wear. Gloves should be long enough to protect the wrists and forearms or protective sleeves should be worn.

Aprons should be of thick leather or asbestos; discomfort because of heat may be partially relieved by fastening the apron over a roll of sacking around the waist so that it hangs at a distance of 1½-2 inches from the body. Good shoes or boots and, if necessary, suitable leggings should be worn. Rubber boots are not a complete safeguard against electric shock, but should be worn to keep the feet of the operator dry when he is doing welding work under wet conditions.

U.S. National Conference on Labour Legislation

THE Twelfth National Conference on Labour Legislation which met in Washington in December, 1945, is sponsored by the Secretary of Labour and composed chiefly of State labour authorities and of trade union representatives. It has met annually since 1933 to consider labour laws and make proposals for their improvement.

At the 1945 session recommendations were made to raise the minimum age for employment, to reduce the hours of juvenile workers, to establish a Federal and State minimum wage of 65 cents an hour, to limit to 45 in a

week the hours of work of women, to ensure closer co-operation between the Federal and State labour authorities for conciliation in labour disputes, to retain the national system of unemployment insurance and employment offices and to approve the granting of Federal funds to State Departments of Labour to promote the health and safety of workers. Co-operation was advocated with the International Labour Organization by giving effect to the International Labour Conventions and Recommendations by means of Federal and State legislative action as the subject-matter may demand.

Employment of Children and Young Persons

The conference recommended the enactment of State laws fixing a 16-year minimum age for employment during school hours and, at any time, for jobs in factories, with a 14-year minimum for other employment outside school hours and during school holidays. For workers under 18, a maximum eight-hour day was proposed, a 40-hour week, not more than eight hours a day for school and work combined, one day's rest in seven, a daily meal-period of at least 30 minutes, employment certificates as a condition of employment, and prohibition of employment in hazardous occupations.

Employment of children under 16 between 6 p.m. and 7 a.m., and of juveniles of 16 or 17 between 10 p.m. and 7 a.m. should be prohibited. Also recommended was State legislation to provide double compensation for minors injured while illegally employed.

Regulation of the employment of children in industrialized agriculture was proposed. It was suggested that State laws should include a 16-year minimum age for employment during school hours and a 14-year minimum outside those hours. The application of State school-attendance laws to these children was urged and, since many of these young workers move from State to State, Federal legislation was advocated, including an amendment to the Fair Labour Standards Act to apply it to children employed in industrialized agriculture.

The Fair Labour Standards Act (or Wage-and-Hour Law), 1938, among other things, prohibits the shipment in interstate commerce of any goods produced in establishments in or about which "oppressive child labour" has been used within 30 days before removal of the goods. This term includes the employment of children under 16, except those between 14 and 16 in such non-mining and non-manufacturing occupations as the Chief of the Children's Bureau determines do not interfere with their schooling, health, or well-being. Employment of juveniles between 16 and 18 is prohibited in occupations declared by the Chief of the Children's Bureau to be particularly hazardous or detrimental to their well-being.

Wages and Hours

Other amendments proposed to the Fair Labour Standards Act would raise the minimum wage from 40 to 65 cents an hour and subsequently to 75 cents, and would extend the Act to seamen and workers in industries processing fish and farm products. State laws, it was recommended, should also establish a minimum of 65 cents an hour and stipulate that men should receive at least the rate set for women and minors.

States which have no minimum wage law (in 1942, 22 had no such legislation) were urged to enact it. The law should, itself, fix a minimum and provide for a wage board to raise this rate by stages. Daily and weekly, rather than hourly, rates and higher rates for part-time and overtime work, were advocated. Wages should be recoverable within a period of not less than five years.

Industrial Relations

To facilitate the prevention and settlement of labour disputes, closer co-operation between Federal and State agencies and between conciliation services was recommended, free exchange of information and Federal-State conferences to work out the details of co-operative methods.

The repeal of State laws which require the incorporation of unions was considered desirable, also those requiring the licensing of officers and the regulation of the internal affairs of unions.

State and Federal legislation was urged to prevent discrimination in hiring and promotion on the ground of race, colour or creed. Enactment in more States of labour relations laws similar to the National Labour Relations Act, 1935, was also recommended.

Other Recommendations

The conference called for a uniform national unemployment insurance system and a national employment service. If the employment offices should be returned to the States, it was recommended that minimum standards for their operation should be set and that the Federal service should take over any State service which fails to meet those standards. Federal grants to State labour departments were suggested to promote safe and healthful working conditions.

The conference also called for the extension of trade union educational work for training in collective bargaining, expansion of the training in this field sponsored by the Division of Labour Standards and the establishment of an Advisory Committee to assist the Division in this work.

Another resolution requested that the Secretary of Labour send to State Governors for reference to the Legislatures those International Labour Conventions and Recommendations which can be given effect only by the States or by joint Federal-State action and that the Governors report to the Secretary of Labour on the action taken. Copies of all Conventions and Recommendations should be sent to the trade unions.

Prices

Prices, Retail and Wholesale, in Canada, March, 1946

**Cost of Living, Prices of Staple Articles, and Index Numbers,
as Reported by the Dominion Bureau of Statistics**

THERE was an advance of 0.2 points to 120.1 in the cost-of-living index between February 1 and March 1, 1946, due to higher prices for foods, clothing, homefurnishings and services and fuel. Firmer quotations for vegetables, eggs and dairy products supported a rise of 0.6 to 133.1 in the food series while the clothing group advanced 0.4 to 123.1, homefurnishings and services 0.3 to 120.4 and fuel and light 0.1 to 107.2. Indexes for the two remaining groups were unchanged, rentals at 112.3 and miscellaneous items at 110.9.

Retail Prices

The accompanying table on retail prices of staple goods, coal and rentals (Table IV) is prepared each month by the Dominion Bureau of Statistics. It shows the prices of these

commodities in 64 cities across Canada at the date under review.

The prices of the staple food items included in the table are all used in the calculation of the index of the food group in the official cost-of-living index, and give a reasonably complete picture of prices throughout Canada as used in the calculation of the index of this particular group. They are the averages of prices of goods reported to the Bureau by independent stores. They do not include prices from chain stores. As the movement of chain store prices agrees closely with the movement of independent store prices it was considered that the extra work and cost involved in compiling and printing a separate table for chain store prices was not warranted

COST OF LIVING AND WHOLESALE PRICES IN CANADA 1914-1922 AND 1939-1946

BASE: PRICES IN JULY, 1914 AND IN AUGUST, 1939=100

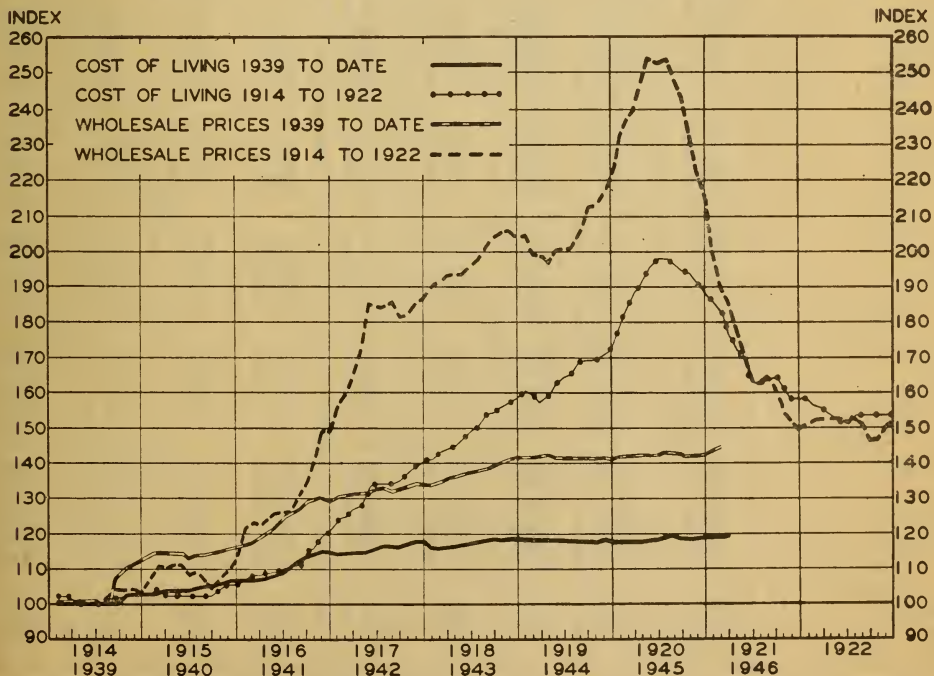


TABLE I—
DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING IN CANADA
Prices as at the Beginning of each Month

	Adjusted to base 100.0 for August 1939	On base of average prices in 1935-39 as 100*							
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	Retail Prices Index (Commodities only)†
1913.....		79.1	89.1	74.3	77.1	87.4		69.6	
1914.....		79.7	92.2	72.1	75.1	88.3		69.6	
1915.....		80.7	93.7	69.8	73.8	96.4		70.0	
1916.....		87.0	103.9	70.6	75.4	109.8		74.1	
1917.....		102.4	134.3	75.8	83.8	129.1		80.7	
1918.....		115.6	154.2	80.0	92.6	151.0		90.3	
1919.....		126.5	164.8	87.3	100.7	173.6		100.0	
1920.....		145.4	189.5	100.1	120.2	211.9		109.3	
1921.....		129.9	145.5	109.4	128.1	172.0		111.4	
1922.....		120.4	123.3	114.0	122.7	145.7		111.4	
1926.....		121.8	133.3	115.9	116.8	139.1		106.1	
1927.....		119.9	130.8	114.5	114.4	135.6		105.1	
1928.....		120.5	131.5	117.3	113.2	135.5		104.8	
1929.....		121.7	134.7	119.7	112.6	134.8		105.0	
1934.....		95.6	92.7	93.1	102.1	97.1		97.8	
1935.....		96.2	94.6	94.0	100.9	97.6	95.4	98.7	95.9
1936.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1	98.1
1937.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1	102.0
1938.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2	102.8
1939									
August 1.....	100.0	100.8	99.3	103.8	99.0	100.1	100.9	101.3	100.0
September 1.....	100.0	100.8	99.4	103.8	98.9	99.6	100.8	101.3	100.0
October 2.....	102.7	103.5	106.3	104.4	104.4	99.6	101.0	101.7	103.8
December 1.....	103.0	103.8	104.7	104.4	105.4	103.3	104.1	102.0	104.3
Year.....	100.7	101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1940									
January 2.....	103.0	103.8	104.5	104.4	105.5	103.3	104.3	101.8	104.2
April 1.....	103.8	104.6	104.8	104.4	105.9	107.8	106.1	101.8	105.5
July 2.....	104.8	105.6	105.3	106.9	107.9	109.1	106.9	102.2	106.4
October 1.....	106.2	107.0	106.1	107.7	108.0	113.5	109.7	102.8	108.4
Year.....	104.8	105.6	105.6	106.3	107.1	109.2	107.2	102.3	106.6
1941									
January 2.....	107.4	108.3	109.7	107.7	108.6	113.7	110.8	103.1	110.4
April 1.....	107.7	108.6	110.1	107.7	108.9	114.3	111.7	102.9	110.7
July 2.....	111.0	111.9	116.6	109.7	110.5	115.1	113.0	105.6	114.9
October 1.....	114.6	115.5	123.2	111.2	112.1	119.6	117.3	106.5	120.1
December 1.....	114.9	115.8	123.8	111.2	112.7	119.9	117.9	106.7	120.6
Year.....	110.8	111.7	116.1	109.4	110.3	116.1	113.8	105.1	114.9
1942									
January 2.....	114.5	115.4	122.3	111.2	112.9	119.9	118.0	106.8	119.9
April 1.....	115.0	115.9	123.7	111.2	112.9	119.8	118.1	107.1	120.6
July 2.....	117.0	117.9	130.3	111.3	112.5	120.0	117.9	107.1	123.9
October 1.....	116.9	117.8	129.8	111.3	112.8	120.1	117.8	107.1	123.7
Year.....	116.1	117.0	127.2	111.3	112.8	120.0	117.9	107.1	122.4
1943									
January 2.....	116.2	117.1	127.3	111.3	112.8	120.2	117.8	107.5	122.5
April 1.....	116.7	117.6	128.7	111.3	112.7	120.2	117.8	107.7	123.2
July 2.....	117.9	118.8	131.8	111.5	113.4	120.5	117.8	108.2	125.1
October 1.....	115.4	119.3	132.9	111.9	113.3	121.1	118.2	108.3	125.8
Year.....	117.5	118.4	130.7	111.5	112.9	120.5	118.0	108.0	124.5
1944									
January 3.....	118.1	119.0	131.5	111.9	112.7	121.1	118.4	108.9	125.3
April 1.....	118.2	119.1	131.5	111.9	113.0	121.4	118.4	109.0	125.4
July 3.....	118.1	119.0	132.0	111.9	108.9	121.5	118.3	109.0	125.6
October 2.....	117.7	118.6	130.8	112.0	108.7	121.6	118.4	108.9	124.9
Year.....	118.0	118.9	131.3	111.9	110.6	121.5	118.4	108.9	125.2
1945									
January 2.....	117.7	118.6	130.2	112.0	109.1	121.8	118.3	109.2	124.6
April 2.....	117.8	118.7	131.0	112.0	106.7	121.8	118.5	109.2	125.1
July 3.....	119.3	120.3	135.6	112.1	106.5	122.2	119.2	109.4	127.6
October 1.....	118.8	119.7	133.3	112.3	106.7	122.4	119.4	109.6	126.5
November 1.....	118.9	119.9	134.0	112.3	106.6	122.5	119.4	109.6	126.8
December 1.....	119.1	120.1	134.3	112.3	107.1	122.5	119.5	109.6	127.0
Year.....	118.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946									
January 2.....	118.9	119.9	132.8	112.3	107.1	122.6	119.5	110.9	126.3
February 1.....	118.9	119.9	132.5	112.3	107.1	122.7	120.1	110.9	126.2
March 1.....	119.1	120.1	133.1	112.3	107.2	123.1	120.4	110.9	126.7

* Indexes prior to 1926 have been recalculated, resulting in revisions from figures previously published. Typographic errors in 1945 averages and in rent indexes for 1941 and 1944 have also been corrected.

† Commodities in the cost-of-living excluding rents and services.

although chain store prices are used in the calculation of the index.

The coal and rental figures given are also used in the official cost-of-living index. Quotations are shown for anthracite coal in the provinces of Ontario and Quebec, and for bituminous coal in the rest of Canada, where this type of coal is more generally used.

Rental figures given in the table are typical of rents being paid by tenant households in each city. In some cities, flats and apartments are more numerous than single houses; in such cases rents for flats and apartments are shown while figures for other cities represent single-house rentals. In all cases figures represent rents being paid, not the rent asked for vacant dwellings. The basis of these figures is the record of rents for every tenant-occupied dwelling collected in the 1941 census of housing. The movement of rents since that time has been determined from reports submitted by real estate agents. The

1941 census averages have been adjusted in accordance with the change indicated by these reports, and the printed figures show a \$4 spread centred around each city average.

Table III is designed to show the variation in the retail prices of commodities since the beginning of the war. Taking the Dominion average retail price of each of the commodities at August, 1939, as 100, the table shows the percentage changes in prices since that date; also the actual price on the first of the current month.

The Dominion Bureau of Statistics issues an index number of retail prices of commodities included in the cost-of-living index excluding rents and services. This index is now being included in Table I.

The accompanying chart shows the trend of the cost of living and wholesale prices since the beginning of the present war compared with the trend in the period of 1914-1922.

(Concluded on page 560)

TABLE III.—DOMINION AVERAGE RETAIL PRICE RELATIVES FOR STAPLE FOODS, AUGUST, 1939—MARCH, 1946, WITH DOMINION AVERAGES OF ACTUAL RETAIL PRICES FOR MARCH, 1946

Commodities*	Per	Aug. 1939	Dec. 1941	Aug. 1944	Nov. 1944	Feb. 1945	May 1945	Aug. 1945	Nov. 1945	Jan. 1946	Feb. 1946	Mar. 1946	Price Mar. 1946
Beef, sirloin steak.....	lb.	100-0	120-7	154-1	154-1	153-8	154-1	154-8	154-8	154-8	154-8	155-2	43-3
Beef, round steak.....	lb.	100-0	125-7	166-7	166-7	166-7	167-1	167-9	167-9	167-9	167-9	167-9	39-3
Beef, rib roast.....	lb.	100-0	125-5	173-0	172-2	173-0	173-9	174-3	174-3	175-2	175-2	175-2	40-3
Beef, shoulder.....	lb.	100-0	132-7	161-6	161-6	161-0	161-0	161-6	162-3	162-3	162-3	162-3	25-3
Beef, stewing.....	lb.	100-0	136-7	168-3	169-0	168-3	168-3	168-3	168-3	168-3	168-3	168-3	21-3
Veal, forequarter.....	lb.	100-0	139-3	174-0	174-0	174-6	173-4	174-0	174-6	174-0	174-6	173-4	29-3
Lamb, leg roast.....	lb.	100-0	109-9	155-3	148-2	148-9	150-4	164-4	153-2	152-5	152-8	152-8	43-4
Pork, fresh loins.....	lb.	100-0	125-3	139-2	140-8	141-5	142-3	143-8	143-8	144-2	144-2	144-6	37-6
Pork, fresh shoulder.....	lb.	100-0	127-0	146-4	143-9	142-3	142-3	143-4	142-9	143-4	143-9	144-4	28-3
Bacon, side, med. sliced.....	lb.	100-0	132-3	140-0	140-6	140-9	141-2	141-5	142-5	142-5	142-5	142-5	46-3
Lard, pure.....	lb.	100-0	151-3	150-9	152-6	155-3	157-0	157-9	159-6	160-5	160-5	160-5	18-3
Shortening, vegetable.....	lb.	100-0	134-7	137-5	136-8	136-8	136-8	137-5	137-5	137-5	137-5	137-5	19-8
Eggs, grade "A" fresh.....	doz.	100-0	156-4	141-4	171-1	141-4	137-2	155-3	180-9	153-6	144-1	144-1	43-8
Milk.....	qt.	100-0	111-0	95-4	95-4	95-4	95-4	95-4	95-4	95-4	95-4	95-4	10-5
Butter, creamery, prints.....	lb.	100-0	140-5	143-2	145-8	146-2	145-4	144-3	146-9	143-7	143-7	149-1	40-7
Cheese, Canadian, mild.....	lb.	100-0	174-6	163-5	164-4	164-4	163-9	164-4	164-9	165-9	166-3	166-3	34-6
Bread, white.....	lb.	100-0	106-5	106-3	106-3	106-3	106-3	106-3	106-3	106-3	106-3	106-3	6-7
Flour, first grade.....	lb.	100-0	127-3	127-3	127-3	124-2	124-2	124-2	124-2	124-2	124-2	124-2	4-1
Rollled oats, bulk.....	lb.	100-0	112-0	114-0	114-0	114-0	114-0	114-0	114-0	114-0	114-0	114-0	5-7
Corn flakes, 8 oz.....	pkg.	100-0	101-1	100-0	100-0	100-0	100-0	100-0	100-0	100-0	100-0	100-0	9-2
Tomatoes, canned, 2 1/2's.....	tin	100-0	129-9	138-7	138-7	137-7	136-8	137-7	137-7	137-7	137-7	137-7	14-6
Peas, canned, 2's.....	tin	100-0	117-5	124-2	123-3	122-5	121-7	121-7	121-7	121-7	121-7	121-7	14-6
Corn, canned, 2's.....	tin	100-0	128-3	134-5	133-6	133-6	132-7	132-7	132-7	131-9	132-7	132-7	15-0
Beans, dry.....	lb.	100-0	129-4	133-3	133-3	133-3	133-3	133-3	133-3	135-3	135-3	135-3	6-9
Onions.....	lb.	100-0	108-2	146-9	116-3	112-2	106-1	142-9	126-5	130-6	134-7	138-8	6-8
Potatoes.....	15 lb.	100-0	89-9	155-2	123-2	136-9	143-9	218-3	147-6	151-5	154-0	155-5	51-0
Prunes, medium.....	lb.	100-0	115-8	122-8	122-8	122-8	121-1	120-2	122-8	130-7	134-2	134-2	15-3
Raisins, seedless, bulk.....	lb.	100-0	104-0	115-2	113-2	102-0	109-3	107-9	108-6	108-6	117-2	121-2	13-3
Oranges, medium size.....	doz.	100-0	132-5	141-3	141-6	145-4	151-5	154-6	153-9	154-3	147-8	147-1	43-1
Lemons, medium size.....	doz.	100-0	111-3	143-4	144-6	143-7	141-2	147-7	147-4	156-0	150-5	147-7	48-0
Jam, strawberry, 16 oz.....	jar	100-0	111-3	114-5	114-5	115-1	115-1	115-1	115-1	115-1	115-7	116-3	19-1
Peaches, 20 oz.....	tin	100-0	105-5	108-1	108-1	104-1	104-1	105-1	107-1	105-1	105-1	105-1	20-7
Marmalade, orange, 16 oz.....	jar	100-0	118-3	130-3	130-3	129-6	128-9	128-9	128-9	128-9	128-9	129-6	17-6
Corn syrup, 2 lb.....	tin	100-0	138-0	156-0	155-7	155-3	158-2	158-2	157-7	157-7	157-7	158-2	27-1
Sugar, granulated.....	lb.	100-0	132-3	132-3	132-3	132-3	132-3	132-3	132-3	132-3	132-3	132-3	8-6
Sugar, yellow.....	lb.	100-0	131-3	134-9	134-9	134-9	134-9	134-9	134-9	134-9	134-9	134-9	8-5
Coffee.....	lb.	100-0	141-6	131-1	131-4	131-1	131-4	131-4	131-7	131-7	131-7	131-7	44-5
Tea, black, 1/2 lb.....	pkg.	100-0	145-2	131-6	131-6	131-6	131-6	131-6	131-6	131-6	131-6	131-6	33-7

* Descriptions and units of sale apply to March 1946 prices

† Nominal price

TABLE IV.—RETAIL PRICES OF STAPLE FOODS

	Beef					Veal, boneless fronts, per lb.	Lamb leg roast, per lb.	Pork		Bacon side, med., sliced, per lb.	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs grade "A", medium or large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian, mild, per lb.	Bread, plain, white, per lb.	Flour, first grade per lb.	Rolled oats, bulk, per lb.	Corn flakes, 8 oz. package
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.			Fresh loins, per lb.	Fresh shoulder, per lb.												cts.	cts.
P.E.I.																				
1—Charlottetown.....	44.0	40.7	38.3	28.0	22.0	....	42.4	38.1	32.4	45.1	19.6	20.1	42.9	9.0	42.9	34.9	7.3	4.6	6.0	10.0
Nova Scotia—																				
2—Halifax.....	44.8	41.5	39.0	26.9	23.9	23.8	46.0	39.6	26.3	46.5	19.6	20.1	48.8	11.0	42.9	36.0	8.0	4.5	6.2	9.9
3—New Glasgow.....	45.7	43.1	42.3	26.8	23.4	....	47.2	40.2	30.6	47.1	19.4	19.9	47.3	10.0	43.4	36.8	7.3	4.8	6.2	10.0
4—Sydney.....	48.3	42.6	36.4	29.7	24.3	....	46.4	40.8	31.0	46.8	19.6	19.9	49.2	12.0	43.1	36.3	7.3	4.5	5.7	9.9
5—Truro.....	45.8	41.0	36.5	27.8	18.3	....	46.0	39.4	29.2	45.6	20.0	20.3	47.9	10.0	42.9	37.2	6.7	4.9	6.0	9.9
New Brunswick—																				
6—Fredericton.....	45.0	42.4	46.4	27.0	20.3	29.7	47.0	39.8	31.3	48.3	19.9	19.8	46.5	10.0	42.5	34.5	7.3	4.8	6.3	9.4
7—Moncton.....	45.6	41.4	40.9	27.1	21.0	....	47.0	39.0	30.3	48.3	18.8	19.8	48.2	10.0	42.5	34.9	8.0	4.5	5.9	10.0
8—Saint John.....	45.6	43.3	38.6	26.8	22.9	30.0	46.6	40.2	29.2	46.0	19.1	19.9	48.6	11.0	42.8	34.6	7.3	4.2	6.0	9.7
Quebec—																				
9—Chicoutimi.....	41.7	38.2	38.0	27.4	21.8	....	....	29.1	29.5	50.6	20.0	21.3	51.7	10.0	40.9	33.4	6.7	4.3	....	9.9
10—Hull.....	41.6	38.9	37.1	25.3	19.5	30.3	42.7	32.4	28.7	46.6	17.8	19.4	45.0	10.0	39.8	30.6	5.3	3.8	5.5	9.4
11—Montreal.....	42.6	39.9	43.4	24.2	20.3	26.4	44.1	34.0	27.1	47.0	18.8	19.3	46.4	10.5	40.9	34.2	6.0	3.7	5.7	9.2
12—Quebec.....	42.1	38.5	42.1	24.2	19.1	30.7	42.5	34.0	27.0	44.9	19.1	19.5	45.5	10.0	41.1	34.4	5.5	3.6	5.9	9.6
13—St. Hyacinthe.....	37.1	35.1	35.7	24.1	18.9	32.5	38.5	29.6	27.0	46.3	18.4	19.4	41.7	9.0	40.4	32.9	5.3	4.0	6.0	9.8
14—St. Johns.....	45.0	41.3	43.7	27.7	18.0	35.0	....	....	....	47.7	18.7	19.8	43.9	9.0	40.6	33.0	5.3	4.1	5.7	9.7
15—Sherbrooke.....	43.6	40.3	40.6	26.5	18.6	33.7	44.3	34.6	26.7	40.5	19.1	19.7	45.7	10.0	40.2	34.6	5.3	4.2	6.0	9.8
16—Sorel.....	40.6	36.9	40.9	25.2	19.7	....	37.7	33.2	26.6	47.0	18.9	20.1	45.4	9.0	40.6	32.5	5.3	4.1	5.3	10.0
17—Thetford Mines.....	35.5	36.0	....	25.6	18.5	....	....	26.0	25.9	39.2	18.4	19.6	44.1	9.0	40.7	32.3	5.3	4.0	5.3	9.6
18—Three Rivers.....	40.0	37.0	36.1	24.7	20.8	....	40.7	29.3	25.7	46.6	18.4	19.8	44.5	10.0	40.2	34.5	6.0	3.9	5.4	9.6
Ontario—																				
19—Belleville.....	42.2	38.6	39.8	25.8	20.2	27.7	43.2	38.0	30.7	45.5	18.2	19.2	41.6	10.0	41.3	32.4	6.7	4.2	5.3	8.6
20—Brantford.....	43.9	40.6	40.3	25.9	19.1	30.0	44.7	38.8	27.9	46.1	18.0	19.5	42.5	10.0	41.1	35.1	6.7	4.2	5.6	9.1
21—Brockville.....	46.0	42.2	43.7	26.0	21.5	....	45.3	36.7	29.7	45.9	18.3	19.3	41.7	10.0	40.3	32.4	6.3	4.0	5.4	8.8
22—Chatham.....	42.9	39.4	40.7	25.6	20.6	30.5	43.7	37.4	32.2	46.9	18.0	19.3	41.9	10.0	40.5	35.7	5.3	4.1	5.1	8.6
23—Cornwall.....	44.9	41.0	41.0	26.3	18.0	....	45.3	37.0	27.8	47.3	18.5	19.5	42.0	10.0	40.3	31.7	6.0	3.9	5.7	9.1
24—Fort William.....	43.4	39.7	37.6	25.4	22.0	....	44.0	....	....	46.0	18.0	19.3	46.0	11.0	40.6	33.2	6.0	3.9	5.1	8.8
25—Galt.....	43.5	40.3	40.0	25.0	22.5	29.7	43.4	38.2	27.0	47.8	18.3	19.2	42.1	10.0	40.9	36.9	6.7	4.1	5.8	8.8
26—Guelph.....	44.3	40.9	41.2	26.7	24.2	31.7	45.0	40.6	28.8	46.3	18.6	19.3	40.6	10.0	41.0	35.3	6.0	4.1	5.7	8.8
27—Hamilton.....	44.2	40.7	41.8	25.6	22.7	29.6	44.6	40.5	29.1	43.3	18.3	19.1	44.7	11.0	41.5	37.0	6.0	4.2	5.6	8.8
28—Kingston.....	43.3	38.8	40.1	25.6	18.8	....	43.6	38.6	27.3	45.7	17.7	19.1	43.5	10.0	40.0	32.4	6.0	4.3	5.4	9.2
29—Kitchener.....	43.0	40.1	41.2	25.2	22.7	30.4	44.1	38.6	27.1	48.0	18.5	19.6	41.2	10.0	40.9	33.6	6.3	4.0	6.2	8.8
30—London.....	43.6	40.2	41.1	25.5	22.0	30.1	43.6	40.0	26.4	46.3	18.6	19.3	44.2	10.0	41.0	33.7	6.0	4.0	5.5	8.8
31—Niagara Falls.....	42.9	39.5	40.7	24.6	20.2	29.9	44.1	39.4	28.0	44.4	18.5	19.2	42.3	10.5	40.9	32.6	6.0	4.1	5.7	8.8
32—North Bay.....	43.7	40.6	41.0	25.6	19.3	....	44.4	....	....	47.0	18.7	19.6	46.9	11.0	40.8	34.1	6.7	4.2	6.5	9.7
33—Oshawa.....	43.4	41.0	42.2	25.3	21.9	....	....	41.2	27.6	46.6	18.2	19.4	43.2	10.0	41.4	34.0	6.0	4.0	5.6	8.9
34—Ottawa.....	44.6	41.4	42.9	26.1	21.9	29.7	44.8	36.9	29.0	50.2	18.5	19.1	44.9	10.0	40.3	31.8	6.7	3.8	5.8	8.8

COAL AND RENTALS IN CANADA, MARCH, 1946

Canned Vegetables			Beans, common, dry white, per lb.	Onions, cooking per lb.	Potatoes per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen.	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange per 32 oz. jar	Corn syrup per 2 lb. tin	Sugar		Coffee, medium, per lb.	Tea, black, medium per ½ lb. package	Coal		Rent (a)	
Tomatoes, choice, 2½ s (23 oz., per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin												Granulated, per lb.	Yellow, per lb.			Anthracite, per ton	Bituminous, per ton		
cts.	cts.	cts.	cst.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$	
15-1	15-5	15-8	6-6	7-6	44-4	15-2	20-4	48-3	65-1	39-3	23-0	38-0	29-2	8-6	8-1	53-4	38-0	.....	11-90	24-00-28-00(b)	1
14-7	14-7	15-1	7-0	6-7	51-2	14-7	18-2	51-1	55-1	39-3	21-6	36-6	29-1	8-6	8-3	49-5	38-0	.....	12-63	27-50-31-50	2
15-0	14-8	15-1	6-9	6-4	52-7	15-5	18-2	51-4	56-9	39-6	21-0	38-2	29-0	8-2	8-2	51-7	38-0	.....	.....	16-00-20-00	3
14-9	15-0	15-0	6-8	6-7	52-3	15-9	21-0	50-5	59-1	39-4	.....	37-6	28-9	8-6	8-4	49-7	37-8	.....	7-08	18-00-22-00(b)	4
15-0	14-8	15-4	7-0	6-7	50-1	15-2	19-1	50-6	58-3	40-0	20-7	37-6	29-9	8-7	8-7	50-3	38-0	.....	11-75	26-50-30-50	5
14-9	15-0	15-1	6-8	6-9	48-4	15-2	16-3	45-1	58-7	40-0	20-3	39-0	29-3	8-5	8-3	49-6	38-0	.....	12-41	21-00-25-00(b)	6
15-1	15-0	14-9	6-9	6-9	48-2	16-7	18-3	48-7	53-8	39-7	21-0	38-0	28-7	9-0	8-9	51-0	38-0	.....	11-91	26-00-30-00(b)	7
14-9	14-8	14-7	6-9	6-8	48-0	15-8	16-2	51-3	55-8	39-9	20-7	36-3	28-9	8-5	8-3	47-8	38-0	.....	13-03	20-50-24-50(b)	8
14-7	14-9	15-2	6-9	7-8	56-7	15-5	18-5	47-8	55-0	40-0	.....	39-4	28-4	8-6	8-2	52-4	39-6	18-00	.....	.....	9
13-7	14-5	14-9	7-4	6-4	52-2	14-1	17-2	36-4	45-5	37-0	.....	35-7	27-5	8-3	8-1	45-4	38-9	16-75	.....	15-50-19-50	10
13-6	14-1	14-4	6-9	6-8	50-1	15-3	18-7	40-1	41-4	38-1	.....	34-9	27-0	8-0	7-9	47-2	39-6	16-75	.....	23-00-27-00(b)	11
14-1	14-6	14-7	6-8	7-2	49-4	15-1	19-3	44-0	50-1	38-1	20-3	36-5	28-5	8-1	7-9	43-7	39-9	16-00	.....	27-50-31-50(b)	12
13-8	14-7	15-2	7-7	7-6	56-0	15-1	17-3	45-3	48-4	39-3	.....	36-5	28-8	8-0	7-8	42-9	40-3	15-75	.....	16-00-20-00(b)	13
14-0	15-0	15-0	6-6	8-4	51-3	14-6	18-7	46-2	47-5	39-4	.....	37-3	28-3	8-0	7-9	41-6	40-0	15-50	.....	.....	14
13-8	14-7	15-2	6-5	6-6	50-2	14-5	19-7	44-1	46-8	39-3	22-7	38-5	28-6	8-0	8-0	41-1	39-4	17-50	.....	20-00-24-00(b)	15
14-4	14-8	15-3	7-4	7-6	53-0	16-0	18-8	43-6	50-7	41-2	.....	37-6	29-4	7-9	7-7	46-7	39-4	16-25	.....	.....	16
14-3	14-7	15-3	6-7	7-0	53-7	15-8	17-0	46-6	47-6	39-5	.....	37-7	28-4	8-1	7-6	48-0	39-4	19-00	.....	14-00-18-00(b)	17
14-5	14-7	14-6	6-9	7-7	53-7	15-9	18-8	42-7	52-8	40-4	20-0	37-6	28-5	8-4	8-0	46-7	40-0	16-00	.....	20-00-24-00(b)	18
13-0	14-1	14-8	6-4	6-6	49-5	15-1	17-7	41-7	47-9	37-3	19-5	33-5	26-5	8-4	8-3	44-9	39-0	16-00	.....	.....	19
14-2	14-3	14-8	6-8	6-7	51-7	15-6	16-7	45-8	46-5	37-0	19-3	33-1	26-4	8-3	8-3	45-9	39-2	16-00	.....	22-00-26-00	20
13-9	14-1	14-6	6-6	6-4	51-4	16-0	17-2	45-1	46-7	.....	.....	35-0	27-8	8-3	8-1	44-9	38-4	16-00	.....	20-00-24-00	21
14-3	14-5	.....	6-0	6-6	53-3	.....	.....	36-9	41-6	.....	21-0	34-2	26-1	8-6	8-5	41-4	38-4	16-00	.....	21-50-25-50	22
14-4	14-5	15-0	6-7	7-0	50-0	15-0	.....	37-4	45-8	.....	.....	34-7	26-6	8-2	8-2	45-3	38-6	16-50	.....	23-00-27-00(b)	23
14-1	14-4	14-4	6-5	7-2	48-1	14-9	19-0	41-3	50-8	38-0	20-5	35-2	26-0	8-7	8-6	41-6	38-1	16-80	.....	25-50-29-50	24
14-1	14-3	14-4	6-7	7-0	51-4	14-7	19-0	42-4	49-9	.....	20-3	32-8	25-6	8-5	8-3	44-2	39-4	16-00	.....	22-00-26-00	25
14-2	14-4	14-7	6-4	6-3	50-9	15-9	17-9	39-8	44-8	35-3	.....	33-3	25-7	8-5	8-4	43-2	38-6	16-00	.....	22-50-26-50	26
13-6	14-0	14-4	6-3	6-9	51-7	15-2	17-3	45-1	48-4	35-5	19-3	33-0	25-9	8-1	8-1	42-6	39-2	15-50	.....	26-00-30-00	27
13-7	13-9	14-4	6-7	6-5	49-5	15-6	17-5	45-5	46-0	37-5	.....	35-1	26-7	8-1	7-9	43-6	38-9	16-00	.....	29-50-33-50	28
14-4	14-4	14-6	6-7	6-5	51-2	16-6	17-3	39-1	48-2	36-0	20-5	33-4	25-7	8-6	8-5	41-7	39-4	16-00	.....	26-50-30-50	29
14-3	14-4	15-1	6-5	6-5	52-0	15-5	16-6	42-6	44-4	36-5	.....	32-9	25-5	8-6	8-4	43-6	39-3	16-50	.....	26-50-30-50	30
13-3	13-2	14-4	6-6	6-5	50-8	.....	16-7	39-4	45-0	35-8	19-5	34-2	25-2	8-6	8-6	44-3	39-5	14-63	.....	25-00-29-00	31
14-2	14-3	14-7	6-5	6-6	52-1	.....	21-0	42-8	50-5	.....	.....	35-1	28-0	9-0	8-9	49-7	39-6	17-25	.....	23-00-27-00	32
13-5	13-4	14-0	7-2	6-6	50-7	.....	.....	40-2	46-6	36-3	.....	34-0	25-5	8-6	8-3	46-0	39-5	16-00	.....	24-50-28-50	33
14-3	14-4	14-7	6-9	6-8	49-9	15-7	19-1	42-4	47-1	38-0	.....	35-6	27-3	8-2	8-0	43-9	39-0	16-75	.....	31-00-35-00	34

TABLE IV—RETAIL PRICES OF STAPLE FOODS

	Beef					Pork		Other													
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.	Veal, boneless fronts, per lb.	Lamb, leg roast, per lb.	Fresh loins, per lb.	Fresh shoulder, per lb.	Bacon, side, med., sliced, per lb.	Lard, pure, per lb., package	Shortening, vegetable, per lb., package	Eggs, grade "A", medium or large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian, mild, per lb.	Bread, plain, white, per lb.	Flour, first grade, per lb.	Rolled oats, bulk, per lb.	Corn flakes, 8 oz. package	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
35—Owen Sound.....	42-3	39-7	39-8	26-0	22-8	.....	.....	38-3	27-0	46-6	18-2	19-3	40-0	10-0	40-0	.....	6-0	4-1	5-4	9-4
36—Peterborough.....	45-0	41-5	42-0	26-0	21-7	32-0	44-5	41-5	27-7	47-0	18-6	19-1	41-8	10-0	41-0	34-6	6-0	4-3	5-6	8-6	
37—Port Arthur.....	42-8	39-2	38-4	24-8	22-4	29-3	41-0	38-5	28-7	48-2	17-8	18-9	45-2	11-0	40-5	34-9	6-3	4-1	5-3	9-0	
38—St. Catharines.....	43-7	40-2	41-5	25-3	20-8	30-7	44-5	41-2	26-8	47-6	18-3	19-2	43-2	10-5	41-1	35-6	6-0	4-1	5-6	9-0	
39—St. Thomas.....	44-1	40-5	41-5	25-4	23-0	30-1	44-5	39-7	29-3	46-4	18-7	19-6	43-3	10-0	41-5	34-0	6-0	4-2	6-0	9-2	
40—Sarnia.....	43-3	40-4	41-6	27-7	22-5	43-7	36-8	29-7	45-7	18-5	19-5	44-2	10-0	41-7	33-4	6-0	4-0	6-2	9-3
41—Sault Ste. Marie.....	43-2	40-0	38-9	26-6	22-1	42-5	38-7	32-7	46-3	18-2	19-2	46-9	11-0	40-1	32-7	6-7	4-0	5-7	8-9
42—Stratford.....	41-6	39-8	39-4	25-5	23-0	.....	.....	38-2	27-7	46-1	18-1	20-1	40-3	10-0	40-8	36-6	5-3	3-9	5-9	9-1
43—Sudbury.....	42-8	39-9	39-7	25-7	23-3	27-6	41-0	38-3	29-4	44-9	18-7	19-6	46-9	11-0	40-0	34-5	6-7	4-1	6-4	9-1	
44—Timmins.....	44-4	41-3	42-3	26-5	21-6	29-7	42-5	.....	.....	44-4	19-0	19-8	46-3	12-0	40-1	34-6	6-7	4-3	.....	9-4
45—Toronto.....	44-4	40-6	41-8	26-3	22-9	30-5	44-7	40-4	25-2	49-7	18-4	19-2	45-1	11-0	41-1	37-6	6-7	4-2	5-4	8-6	
46—Welland.....	41-1	38-5	41-0	25-7	21-9	29-7	.....	38-7	29-2	44-2	18-3	19-6	39-7	11-0	41-5	35-9	6-7	4-2	5-1	8-8
47—Windsor.....	43-5	39-9	41-6	25-0	23-3	31-0	43-5	39-8	28-7	45-9	18-6	19-2	43-8	11-0	40-5	35-8	6-0	4-1	5-0	8-8	
48—Woodstock.....	.....	39-4	39-8	25-0	18-6	.....	44-3	37-6	.....	44-9	18-3	19-2	42-5	10-0	40-7	32-3	6-0	3-8	5-9	8-8
Manitoba—																					
49—Brandon.....	44-0	40-0	40-7	24-7	19-0	.....	42-7	38-3	.....	46-5	16-8	20-9	41-6	10-0	38-5	34-5	7-1	3-8	5-7	9-0
50—Winnipeg.....	42-2	37-8	35-2	24-8	21-1	27-3	41-3	37-3	28-9	48-6	17-2	19-6	43-1	10-0	38-4	34-6	8-0	3-7	5-2	8-7	
Saskatchewan—																					
51—Moose Jaw.....	42-7	38-0	38-6	24-2	18-3	.....	41-8	35-0	26-0	45-6	16-4	20-7	41-3	11-0	38-1	35-6	7-2	3-7	5-3	8-8
52—Prince Albert.....	38-6	35-6	37-5	23-0	17-4	27-0	38-0	.....	.....	43-7	16-7	20-6	42-1	10-0	38-9	34-3	6-0	4-0	.....	8-7
53—Regina.....	41-5	38-2	37-8	24-1	21-3	26-0	40-8	35-4	25-0	42-9	16-5	21-7	42-1	10-0	37-9	34-7	6-8	3-9	5-7	9-1	
54—Saskatoon.....	41-5	38-0	36-3	24-9	19-5	27-4	40-5	35-1	27-3	43-8	16-4	20-1	41-9	10-0	37-7	35-0	7-2	3-7	5-4	8-9	
Alberta—																					
55—Calgary.....	43-2	38-8	39-8	24-8	21-4	26-7	40-5	.....	.....	48-3	16-3	20-1	41-7	10-0	39-0	36-1	7-2	3-9	5-4	8-7
56—Drumheller.....	41-7	37-7	38-3	25-3	20-3	.....	.....	35-7	26-7	44-6	17-3	21-3	40-5	10-0	39-8	.....	8-0	4-4	5-4	8-9
57—Edmonton.....	40-5	36-4	38-2	22-8	20-2	25-9	37-3	36-0	26-4	45-3	16-4	20-4	41-2	10-0	38-8	35-2	7-2	3-8	5-3	8-7	
58—Lethbridge.....	42-0	37-4	37-0	24-0	17-4	25-0	40-5	36-7	.....	44-0	16-3	21-2	41-2	10-0	38-9	34-7	8-0	3-9	.....	8-7
British Columbia—																					
59—Nanaimo.....	47-0	42-0	44-2	28-0	24-8	.....	45-0	42-0	28-9	47-9	19-7	20-5	41-5	12-0	41-0	37-7	9-0	4-4	.....	9-4
60—New Westminster.....	45-0	40-3	41-8	25-8	23-8	29-7	42-9	39-4	27-4	48-0	18-2	20-1	41-0	10-0	41-0	35-6	8-0	4-2	6-0	9-2	
61—Prince Rupert.....	44-5	41-0	42-7	26-0	23-7	.....	44-3	.....	.....	49-5	18-6	21-1	45-9	15-0	41-3	38-0	10-0	4-9	.....	9-7
62—Trail.....	44-5	40-7	43-5	25-8	25-0	28-6	44-4	40-3	29-1	46-2	18-1	22-7	44-5	13-0	40-8	34-5	9-0	4-0	5-7	9-3	
63—Vancouver.....	46-7	41-9	42-5	26-7	25-2	27-8	43-7	39-3	29-1	48-8	18-1	19-2	41-4	10-0	40-6	35-5	9-6	4-1	5-7	8-9	
64—Victoria.....	45-3	41-6	43-7	26-8	23-9	31-4	44-7	40-4	29-9	46-1	19-0	20-5	42-0	11-0	41-0	36-4	9-0	4-3	6-5	9-0	

COAL AND RENTALS IN CANADA, MARCH, 1946

Canned Vegetables															Sugar		Coal		Rent (a)		
Tomatoes, choice, 2½'s (23 oz.), per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin	Bears, common, dry white, per lb.	Onions, cooking per lb.	Potatoes per 10 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange per 32 oz. jar	Corn syrup per 2 lb. tin	Granulated, per lb.	Yellow per lb.	Coffee, medium, per lb.	Tea, black, medium per ½ lb. package	Anthracite, per ton		Bituminous, per ton	
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$	
14.8	14.4	14.7	6.5	6.3	53.0	....	16.2	46.0	49.1	36.0	20.7	34.3	26.5	8.5	8.4	48.6	39.2	16.50	.....	16.00-20.00	35
13.5	13.8	14.7	6.4	6.7	51.4	....	18.6	40.1	49.5	38.3	....	34.4	26.7	8.7	8.6	43.4	39.1	16.75	.....	24.00-28.00	36
14.1	14.4	14.3	6.3	7.4	50.6	14.8	19.4	43.7	50.2	38.5	21.1	35.2	25.4	8.5	8.3	41.1	38.1	16.80	.....	23.00-27.00	37
13.2	13.4	13.5	6.2	6.8	51.1	....	19.5	40.6	47.7	....	18.3	33.6	26.6	8.5	8.2	43.8	39.1	15.75	.....	27.00-31.00	38
14.1	14.3	14.5	6.7	7.1	52.9	15.9	18.5	46.9	46.5	35.8	20.7	33.6	26.4	8.7	8.6	45.1	40.0	16.00	.....	21.00-25.00	39
14.7	14.5	15.1	7.0	6.6	52.2	13.9	17.4	44.3	46.5	....	....	34.5	26.7	8.8	8.7	44.8	39.4	16.50	.....	23.00-27.50	40
14.5	14.7	15.0	5.9	6.2	53.2	....	17.7	39.5	47.6	38.0	....	34.9	26.6	8.6	8.6	40.9	39.0	17.00	.....	23.00-27.00	41
14.5	14.2	14.5	6.5	6.4	52.5	15.1	20.1	41.7	45.8	35.8	19.0	34.1	26.4	8.8	8.6	45.4	38.7	16.00	.....	21.00-25.00	42
14.4	14.5	14.8	6.5	6.9	54.0	16.7	19.7	40.6	49.2	39.0	....	34.8	28.3	8.8	8.5	44.9	38.9	17.75	.....	28.00-32.00	43
14.9	14.6	14.9	6.3	7.1	54.5	14.5	19.7	43.7	52.3	38.4	....	35.0	28.0	8.8	8.8	40.3	38.8	19.50	.....	26.50-30.50	44
13.6	13.8	14.3	6.3	6.6	50.9	14.9	17.4	41.1	46.2	....	....	33.1	25.5	8.2	8.0	44.7	38.7	15.50	.....	32.50-36.50	45
13.5	13.7	14.7	8.4	6.5	51.3	16.0	....	41.7	44.9	35.7	18.3	32.8	27.1	8.3	8.3	40.7	39.1	15.50	.....	.....	46
13.9	14.9	14.8	6.4	6.5	52.9	16.5	16.6	38.1	43.4	35.7	19.7	33.5	26.4	8.2	8.0	42.9	38.7	16.00	.....	25.00-29.00	47
14.3	14.1	14.5	6.4	6.5	52.3	14.5	18.5	37.6	48.0	....	....	34.9	26.3	8.6	8.6	45.4	39.1	16.00	.....	22.00-26.00	48
15.5	14.8	15.6	7.2	7.1	45.7	15.3	16.8	39.4	44.7	....	21.7	36.9	25.0	9.2	9.0	45.3	38.0	.....	8.45	21.00-25.00	49
15.4	15.6	15.9	7.4	7.4	44.9	15.2	18.5	43.8	41.5	39.5	21.8	36.7	24.8	9.0	8.9	37.4	37.8	.....	12.95	26.00-30.00	50
16.8	15.3	16.4	7.1	5.9	43.8	16.0	19.9	41.6	44.0	....	22.7	35.6	27.7	9.5	9.3	43.0	38.2	.....	10.30	22.50-26.50	51
16.7	15.9	16.4	7.3	6.9	44.1	15.6	18.2	42.9	47.1	41.3	23.1	38.5	28.5	9.9	9.6	41.7	38.1	.....	10.50	19.50-23.50	52
16.3	15.3	15.5	6.9	7.0	43.5	17.4	19.2	40.7	42.3	40.2	21.7	36.8	28.0	9.3	9.7	43.1	37.9	.....	11.50	28.50-32.50	53
17.5	16.2	16.5	7.5	7.1	43.7	15.8	18.5	45.9	49.2	40.7	22.4	36.6	27.3	9.7	9.9	45.1	37.8	.....	10.10	22.00-26.00	54
15.0	14.4	15.1	7.6	6.6	52.5	15.8	17.9	38.8	49.3	36.2	20.5	33.8	26.4	9.0	9.5	41.5	37.7	.....	8.25	26.00-30.00	55
17.7	15.9	16.2	7.9	6.5	53.7	15.3	19.9	38.8	49.5	40.5	22.5	35.7	28.0	9.5	9.7	42.7	38.0	.....	.....	21.00-25.00	56
15.1	14.8	15.3	7.7	6.9	51.8	15.2	17.3	44.2	44.3	38.5	21.0	34.4	26.1	9.2	9.2	43.5	37.6	.....	5.40	24.50-28.50	57
15.6	14.0	14.7	7.4	6.6	47.7	14.9	16.6	40.8	43.0	....	20.9	34.0	26.2	9.3	9.5	44.0	37.5	.....	4.90	22.00-26.00	58
14.8	14.8	15.3	8.5	6.8	54.9	14.5	17.5	37.9	39.9	37.3	20.0	31.5	25.0	8.9	8.8	41.2	38.1	.....	.....	17.00-21.00	59
14.9	14.4	15.0	7.3	6.5	49.9	11.8	18.6	40.1	39.6	37.8	20.4	33.7	24.9	8.0	8.0	36.5	38.0	.....	13.00	20.50-24.50	60
16.0	15.8	16.5	8.1	7.5	60.7	14.7	17.3	52.8	45.2	38.0	21.2	32.0	26.5	8.7	8.6	44.0	38.7	.....	13.65	20.00-24.00	61
15.5	15.3	16.6	8.4	6.3	53.5	14.7	20.3	41.0	49.5	38.0	22.0	33.9	27.7	8.9	8.8	39.9	37.7	.....	10.75	23.00-27.00	62
14.8	14.6	15.0	7.4	6.6	52.2	14.8	19.6	41.2	38.1	36.0	19.6	30.4	24.4	8.0	8.1	39.3	37.7	.....	13.05	23.50-27.50	63
14.9	15.0	15.1	8.0	6.7	54.5	13.6	17.9	42.1	39.8	37.0	20.0	31.3	24.9	8.9	8.5	43.0	38.3	.....	13.30	21.00-25.00	64

(a) The basis of these figures is the record of rents collected in the 1941 census of housing. The movement since then has been determined from reports from real estate agents, the census averages being adjusted in accordance with the changes indicated by these reports.

(b) Rents marked (b) are for apartments or flats. Other rent figures are for single houses. Apartment or flat rents have been shown where this type of dwelling is more common than single houses.

TABLE V—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA. CALCULATED BY THE DOMINION BUREAU OF STATISTICS
1926=100

	1913	1918	1920	1922	Feb. 1926	Feb. 1929	Feb. 1933	Feb. 1941	Feb. 1942	Feb. 1943	Feb. 1944	Feb. 1945	Jan. 1946	Feb. 1946
All commodities.....	64.0	127.4	155.9	97.3	102.2	95.0	63.5	85.4	94.6	97.5	102.7	103.0	104.0	104.6
Classified according to chief component material—														
I. Vegetable Products.....	58.1	127.9	167.0	86.2	102.7	89.8	50.6	72.4	82.7	87.0	95.3	96.0	97.2	97.2
II. Animals and Their Products.....	70.9	127.1	145.1	96.0	102.5	107.8	55.6	84.3	98.9	105.1	107.9	107.0	108.3	109.0
III. Fibres, Textiles and Textile Products.....	53.2	157.1	176.5	101.7	103.6	93.2	67.8	84.5	92.1	91.9	91.9	91.7	91.8	92.2
IV. Wood, Wood Products and Paper.....	63.9	89.1	154.4	106.3	100.7	94.0	63.1	92.4	100.8	104.1	117.8	118.4	122.3	122.5
V. Iron and Its Products.....	68.9	156.9	168.4	104.6	100.8	93.3	85.2	108.5	115.4	116.0	116.0	117.2	115.6	116.0
VI. Non-Ferrous Metals and Their Products.....	98.4	141.9	135.7	97.3	104.9	99.7	58.4	77.7	77.8	79.7	79.7	79.7	80.9	87.8
VII. Non-Metallic Minerals and Their Products.....	56.8	82.3	112.2	107.0	101.3	92.6	84.8	91.5	98.5	99.8	102.8	102.7	102.1	102.1
VIII. Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	101.1	94.9	81.7	92.0	104.3	100.4	100.0	100.1	98.1	98.1
Classified according to purpose—														
I. Consumers Goods.....	62.0	102.7	136.1	96.9	101.9	94.2	68.7	85.7	94.9	96.3	97.7	97.5	98.2	98.3
Foods, Beverages and Tobacco.....	61.8	119.0	150.8	90.2	102.3	97.5	58.0	82.4	95.9	100.7	102.2	101.8	108.6	103.7
Other Consumers Goods.....	62.2	91.9	126.3	101.4	101.7	92.0	75.8	87.9	94.2	93.3	94.7	94.6	94.6	94.7
II. Producers' Goods.....	67.7	133.3	164.8	98.8	102.4	95.5	58.1	80.5	87.0	91.3	100.1	100.0	101.5	102.6
Producers' Equipment.....	55.1	81.9	108.6	104.1	102.9	94.1	87.0	102.3	108.1	111.7	118.9	120.0	120.3	120.3
Producers' Materials.....	69.1	139.0	171.0	98.2	102.3	95.6	54.9	78.1	84.7	89.0	98.0	98.2	99.4	100.6
Building and Construction Materials.....	67.0	100.7	144.0	108.7	102.4	98.9	74.7	100.2	114.4	118.5	126.8	128.3	123.3	123.7
Manufacturers' Materials.....	69.5	148.1	177.3	95.8	102.3	94.9	51.5	74.4	79.7	84.0	93.1	93.2	95.3	96.7
Classified according to origin—														
I. Farm—														
A. Field.....	59.2	134.7	176.4	91.2	103.8	89.2	51.1	71.0	80.4	83.5	90.8	90.9	92.0	92.1
B. Animal.....	70.1	129.0	146.0	95.9	103.5	105.5	57.2	85.4	96.6	101.0	101.3	101.0	101.9	102.0
Farm (Canadian).....	64.1	132.6	160.6	88.0	102.8	98.1	42.9	68.3	80.4	88.6	104.2	104.7	106.5	107.0
II. Marine.....	65.9	111.6	114.1	91.7	96.3	104.4	56.8	83.7	108.5	121.9	135.3	132.0	132.9	135.8
III. Forest.....	60.1	89.7	151.3	106.8	100.7	93.8	63.3	92.0	100.3	103.7	117.0	117.6	121.5	121.7
IV. Mineral.....	67.9	115.2	134.6	106.4	101.5	92.4	79.9	93.1	97.9	98.9	100.5	100.7	99.7	100.8
All raw (or partly manufactured).....	63.8	120.8	154.1	94.7	103.6	96.2	50.6	77.7	87.9	93.9	104.6	104.5	105.4	105.9
All manufactured (fully or chiefly)....	64.8	127.7	156.5	100.4	102.1	93.1	66.8	83.8	91.8	92.7	93.8	93.8	95.1	95.2

Explanatory Note as to Cost-of-living Index

The index number of the cost of living was constructed on the basis of a survey of expenditure by 1,439 families of wage-earners and salaried workers with earnings between \$600 and \$2,800 in 1938. The average expenditure was \$1,413.90, divided as follows: food (31.3 per cent), \$443; shelter (19.1 per cent), \$269.50; fuel and light (6.4 per cent), \$90.50; clothing (11.7 per cent), \$165.80; home-furnishings (8.9 per cent), \$125.70; miscellaneous (22.6 per cent), \$319.40.

The last-named group includes health (4.3 per cent), \$60.80; personal care (1.7 per cent), \$23.90; transportation (5.6 per cent), \$79.30; recreation (5.8 per cent), \$82.10; life insurance (5.2 per cent), \$73.30. Other expenditure not directly represented in the index brought the total family living expenditure to \$1,453.80.

A description of the cost-of-living index, how it is calculated, and the complete list of items included in each of the principal groups, food, fuel, rent, clothing, home-furnishings, etc., with their weight, was published in the LABOUR GAZETTE for July, 1943, page 1057.

The control of prices under an Order in Council of November 1, 1941, P.C. 8527, became effective on December 1, 1941 (L.G., 1941, page 1371). The order provided that no person should sell any goods or supply services at prices higher than during the period September 15 to October 11, 1941.

except under the regulations of the Wartime Prices and Trade Board. The activities of the Board in the operation of the price control policy are summarized from time to time in the LABOUR GAZETTE.

Wholesale Prices, February, 1946

There was a further increase in the general commodity wholesale index of 0.6 points to 104.6 in February. Non-ferrous metals rose 6.9 points to 87.8, reflecting removal of the ceiling price for refined silver on February 1. Animal products advanced 0.7 points to 109.0 supported by higher prices for whitefish, raw furs, steers, calves and eggs which outweighed weakness in hogs and lambs. Upturns in rayon fabrics were responsible for a gain of 0.4 to 92.2 in fibres, textiles and textile products while an advance of the same amount to 116.0 for iron and its products was due to an increase in the price for wire nails. Due to a small advance in the export price of cedar shingles, wood, wood products and paper moved up 0.2 to 122.5 in February. Other groups were unchanged, vegetable products at 97.2, non-metallic minerals 102.1, and chemical products 98.1.

Canadian farm product prices increased 0.5 points to an index level of 107.0 in February. Animal products rose 0.6 points to 125.6, reflecting net increases for live stock and eggs while field products moved up 0.5 to 95.9 due to advances in rye, potatoes and onions.

Price Movements in Canada and Other Countries

FOURTH quarter changes in wholesale price indexes generally indicated continuing increases. Between September and December, 1945, the Canadian wholesale index advanced 0.6 points to 103.3 (1926=100) due to advances for vegetable, animal and non-ferrous metal products. Higher prices for foods moved the United States Bureau of Labor wholesale index up 1.9 points to 107.1 (1926=100) in the final quarter of 1945. However, the wholesale index for the United Kingdom registered a decline of 0.3 points to 169.3 in the final quarter due to lower prices for meats, fish, non-ferrous metals, chemicals and oils (1930=100). Wholesale price movements for Latin-American countries were mixed in the fourth quarter, the Argentine series on the base 1926=100, declining 1.4 points to 215.6 in November, while the series for Chile on the base 1913=100, rose 15.4 points to 921.1 in the same interval. The Mexican wholesale price index, which has shown one of the sharpest wartime increases, continued upward in the final quarter of 1945 to reach 265.2 (1929=100) in December, compared with 253.7 in September. In the Far East the India (Calcutta) index advanced 4 points to 283 (July, 1914=100) in the final quarter of 1945. Among other British Empire countries, the New Zealand series advanced 21 points on higher prices for vegetable food-stuffs, textiles, wood products and non-metallic minerals to 1613 (1926-30=1000) in December, 1945. For South Africa the December, 1945 wholesale index of 1789 (1910=1000) registered a drop of 19 points since September.

A comparison of the movement of wholesale prices indexes between December, 1944 and December, 1945 also showed increases predominating. The Canadian index rose 0.8 points to 103.3 during 1945, while a gain of 2.4 points in the United States Bureau of Labour series raised it to 107.1. United Kingdom wholesale prices were up 2.1 points to 169.3. An eleven-month comparison for two Latin-American countries indicated a decline of 0.3 points to 215.6 by November for Argentina, while for Chile a gain of 41.4 points to 921.1 was recorded. The Mexican wholesale prices index moved 27.3 points higher to 265.2. In the Far East the India (Calcutta) series dropped 18 points to 283. Australian wholesale price levels rose to 1413 (July, 1936-June, 1939=1000) by October, 1945 from a December, 1944 level of 1398, while the New Zealand series moved up from 1577 (1926-30=1000) in December, 1944 to 1613 by December, 1945.

Changes in cost-of-living indexes in the fourth quarter of 1945 were more consistently

upward than corresponding wholesale series. Higher prices for foods, fuel and lighting, and clothing were responsible for a gain of 0.2 points to 120.1 (1935-39=100) in the Canadian cost-of-living index in the fourth quarter, while on the same base the consumers' price index for moderate income families in large cities in the United States advanced 1.0 to 129.9, reflecting higher levels for foods, fuel and lighting and clothing. At 203 (July, 1914=100) there was no change in the cost-of-living index for the United Kingdom in the final three months of 1945. Reflecting sharp increases in wholesale prices over the past year, the cost-of-living index for Mexico rose 16.8 points to 361.2 (1934=100) between September and December. Strength in foods, clothing and household equipment were responsible for a gain of 3.4 points to 136.9 (1939=100) in the Argentine series in the same period. The cost-of-living index for Chile (Santiago), however, moved against the tendency in wholesale prices falling 9.7 points to 439.5 (March, 1928=100) between September and November. In the Antipodes, the Australian quarterly index of living costs moved up 3 points to 1273 (June, 1936-July, 1939=1000) by December, 1945, and a similar series for New Zealand 2 points to 1003 (December, 1942=1000). An increase of 4 points to 1323 (1938=1000) occurred in the South African cost-of-living index in the final four months of 1945, reflecting higher prices for fuel, light and rent.

Changes in cost-of-living indexes during the twelve-month period ended December, 1945 were mainly upward. The Canadian index recorded an advance of 1.6 points to 120.1 between December, 1944 and December, 1945, while the Bureau of Labor series for the United States moved up 2.9 points to 129.9. The movement in the United Kingdom index was small, amounting to an increase of 2 points to 203. Foods and to a lesser extent clothing were responsible for a sharp advance in Mexican living costs over the past year, the index advancing 48.4 points to 361.2. South American indexes were substantially higher also, the Argentine series advancing 22.2 points to 136.9 between December, 1944 and December, 1945, and the Chilean series 26.8 points to 439.5 between December, 1944 and November, 1945. On the other hand, Australian and New Zealand indexes recorded very small changes, the series for the former country advancing 3 points to 1273 and that for the latter declining 1 point to 1003. For South Africa the 1945 advance in the cost of living has been 12 points to an index of 1323.

TABLE VI—INDEX NUMBERS OF WHOLESALE PRICES AND COST OF LIVING IN CANADA AND OTHER COUNTRIES
(Base figure 100 except where noted)

Country:	Canada		United States		United Kingdom		Switzerland		South Africa		Australia		New Zealand	
	Wholesale, Dominion Bureau of Statistics	Cost of Living, Dominion Bureau of Statistics	Wholesale, Bureau of Labour Statistics	Cost of Living, Bureau of Labour Statistics	Wholesale, Board of Trade	Cost of Living, Ministry of Labour	Wholesale, Federal Labour Department	Cost of Living, Federal Labour Department	Wholesale, Census and Statistics Office	Cost of Living, Census and Statistics Office	Wholesale, Commonwealth Statistics	Cost of Living, Commonwealth Statistics	Wholesale, Government Statistics	Cost of Living, Government Statistics
Number of Commodities:	508	1935-1939	889	1935-1939	200	July 1914	78	July 1914	188	1910 = 1000	1936-1939 = 1000	1936-1939 = 1000	180	1926-1930 = 1000
Base Period:	1926	(a)	1926	(b)	1930	(g)	July 1914	(h)	1910 = 1000	1938 = 1000	(d)	(d)	1926-1930 = 1000	(b)
1913.....	64.0	79.1	69.8	70.7	(g)	100	(g)	100	1125	814	748	748	628	
1914.....	65.5	79.7	68.1	71.8	80.0	100	100	100	1090	855	805	805	676	
1915.....	70.4	80.7	69.5	72.5	123	146	123	123	1204	908	882	882	724	
1916.....	84.3	87.0	85.5	77.9	146	146	146	146	1379	908	908	908	786	
1917.....	114.3	102.4	117.5	91.6	176	176	176	204	1583	996	1024	1024	850	
1918.....	127.4	115.6	131.3	107.5	203	203	203	222	1723	1064	1225	1225	912	
1919.....	134.0	123.8	138.6	123.8	215	215	215	224	1854	1177	1282	1282	1019	
1920.....	155.9	145.4	154.4	143.0	249	249	249	224	2512	1458	1536	1536	1034	
1921.....	110.0	129.9	97.6	127.7	226	226	226	200	1805	1320	1428	1428	1019	
1922.....	97.3	120.4	96.7	119.7	183	172	163	191.2	1805	1101	1445	1445	952	
1923.....	100.0	121.8	100.0	126.4	172	172	164	167.5	1387	1063	1194	1194	1010	
1924.....	96.4	120.5	96.7	122.6	166	166	164	144.5	1358	1066	1053	1053	1006	
1925.....	95.6	121.7	95.3	122.5	164	164	164	141.2	1305	1066	994	994	1006	
1926.....	86.6	120.8	86.4	119.4	100.0	100.0	100.0	126.5	1155	1041	963	963	981	
1927.....	86.4	121.7	86.4	119.4	100.0	100.0	100.0	126.5	1155	1041	963	963	981	
1928.....	86.6	121.7	86.4	119.4	100.0	100.0	100.0	126.5	1155	1041	963	963	981	
1929.....	86.6	121.7	86.4	119.4	100.0	100.0	100.0	126.5	1155	1041	963	963	981	
1930.....	86.6	121.7	86.4	119.4	100.0	100.0	100.0	126.5	1155	1041	963	963	981	
1931.....	86.6	121.7	86.4	119.4	100.0	100.0	100.0	126.5	1155	1041	963	963	981	
1932.....	86.6	121.7	86.4	119.4	100.0	100.0	100.0	126.5	1155	1041	963	963	981	
1933.....	86.6	121.7	86.4	119.4	100.0	100.0	100.0	126.5	1155	1041	963	963	981	
1934.....	86.6	121.7	86.4	119.4	100.0	100.0	100.0	126.5	1155	1041	963	963	981	
1935.....	86.6	121.7	86.4	119.4	100.0	100.0	100.0	126.5	1155	1041	963	963	981	
1936.....	86.6	121.7	86.4	119.4	100.0	100.0	100.0	126.5	1155	1041	963	963	981	
1937.....	86.6	121.7	86.4	119.4	100.0	100.0	100.0	126.5	1155	1041	963	963	981	
1938.....	86.6	121.7	86.4	119.4	100.0	100.0	100.0	126.5	1155	1041	963	963	981	
1939.....	86.6	121.7	86.4	119.4	100.0	100.0	100.0	126.5	1155	1041	963	963	981	
1940.....	86.6	121.7	86.4	119.4	100.0	100.0	100.0	126.5	1155	1041	963	963	981	
1941.....	86.6	121.7	86.4	119.4	100.0	100.0	100.0	126.5	1155	1041	963	963	981	
1942.....	86.6	121.7	86.4	119.4	100.0	100.0	100.0	126.5	1155	1041	963	963	981	
1943.....	86.6	121.7	86.4	119.4	100.0	100.0	100.0	126.5	1155	1041	963	963	981	
1944.....	86.6	121.7	86.4	119.4	100.0	100.0	100.0	126.5	1155	1041	963	963	981	
1945.....	86.6	121.7	86.4	119.4	100.0	100.0	100.0	126.5	1155	1041	963	963	981	
1946.....	86.6	121.7	86.4	119.4	100.0	100.0	100.0	126.5	1155	1041	963	963	981	
1947.....	86.6	121.7	86.4	119.4	100.0	100.0	100.0	126.5	1155	1041	963	963	981	
1948.....	86.6	121.7	86.4	119.4	100.0	100.0	100.0	126.5	1155	1041	963	963	981	
1949.....	86.6	121.7	86.4	119.4	100.0	100.0	100.0	126.5	1155	1041	963	963	981	
1950.....	86.6	121.7	86.4	119.4	100.0	100.0	100.0	126.5	1155	1041	963	963	981	

(a) First of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New wartime price series on base December 1942 = 1000, computed quarterly beginning March, 1943. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Revised.

Fatal Industrial Accidents in Canada, 1945

Analyzed According to Industries, Causes, Provinces and Months

THERE were 1,309 industrial fatalities in Canada in the calendar year 1945, according to the latest reports received by the Department of Labour. In 1944 there were 1,203 industrial deaths.

The accidents recorded are those occurring to persons gainfully employed, during the course of, or arising from, their employment. Also included are fatalities from industrial diseases reported by provincial Workmen's Compensation Boards. Quarterly reviews of industrial accidents in each year appear in the *LABOUR GAZETTE* for May, August, November, and February of the following year.

The above-mentioned totals were compiled from reports received from provincial Workmen's Compensation Boards, the Board of Transport Commissioners, the Explosives Division of the Federal Department of Mines, the Ontario Chief Factory Inspector, and the British Columbia Department of Mines. Also used were the reports submitted by *LABOUR GAZETTE* correspondents in several Canadian industrial centres.

Press reports on industrial accidents were also included in the review, mainly to supplement official information, and only after careful inquiry to avoid duplication. The record on accidents in agriculture was compiled mainly from such reports. It is not known to what extent agricultural accidents are covered but it is considered that the record is fairly complete.

Seven industrial disasters (five deaths or more) were reported to the Department in 1945. In February, 16 miners were killed near Timmins, Ontario, when the cable in the shaft snapped and the mine cage dropped 1,500 feet. A gasboat capsizing at Seymour Narrows, British Columbia, caused the drowning of nine men, engaged in dredging operations, on March 16. At Vancouver, in the same month, eight men were killed when an explosion wrecked a freighter being loaded with explosives.

Five loggers were drowned at St. Leonard, Quebec, on April 5, when their boat capsized while they were working on a boom. A coal mine explosion trapped seven men on May 13 at Luscar, Alberta. In June, two trainmen, two firemen and one engineer were victims of a freight train collision at Rutherglen, Ontario.

The major industrial disaster of the past year occurred at Port Arthur, Ontario, on

August 7. A dust explosion and fire wrecked a grain elevator and resulted in the death of 19 men.

Fatalities by Causes

Classification of accidents according to cause (Table I, page 564) indicates that the largest number, 425, came under the category "moving trains, vehicles, etc." Automobiles and other power vehicles and implements caused 157 of these fatalities; 104 deaths were the result of "being struck, run over by, crushed by, or between cars and engines", and the remainder were distributed among various other causes in this group.

Persons falling caused 195 fatalities. Of these, 72 fell from elevations, and 40 into pits, shafts, harbours, and rivers. Falling objects caused 191 deaths, 60 being due to falling trees and limbs, 50 from objects falling in mines and quarries, and 37 from objects falling from elevations, loads, and piles.

Dangerous substances resulted in the deaths of 179 persons. Of these, 41 were caused by hot inflammable substances, 38 by gas fumes and poison, 32 by electric current, and 31 by explosive substances.

The category, "other causes" includes 153 fatalities, 97 of which were due to strain or various industrial diseases. The lesser totals were distributed among the other causes in this group, such as shooting and violence, cave-ins, land slides and ice jams, infection, storms, lightning, and sunstroke.

The "prime movers" group includes 17 deaths caused by belts, lines, pulleys, and sprockets. Conveyers among "hoisting apparatus" resulted in 19 fatalities. Being struck by objects caused 35 deaths, the handling of heavy objects, 21, and horses, 20.

Fatalities by Provinces

Five hundred and thirty-eight industrial fatalities were recorded in Ontario in 1945 (Table II, page 568). The largest number of these deaths, 134, occurred in transportation and public utilities; 60 of these were recorded in steam railways, and 31 in local and highway transportation.

Manufacturing totalled 119 deaths, 46 of which were in "iron, steel and products". Of the 68 deaths in mining, non-ferrous smelting and quarrying, 61 were in metaliferous mining. Building and structures, with

TABLE I—FATAL INDUSTRIAL ACCIDENTS IN

Causes	Fatal Industrial Accidents in																	
	Agriculture	Logging	Fishing and Trapping	Mining, Non-Ferrous Smelting and Quarrying	Metalliferous Mining	Coal Mining	Non-Metallic Mineral Mining and Quarrying, n.e.s.	Structural Materials	Manufacturing	Vegetable Foods, Drink and Tobacco	Animal Foods	Textiles and Clothing	Leather, Fur and Products	Rubber Products	Saw and Planing Mill Products	Wood Products	Pulp, Paper and Paper Products	Printing and Publishing
Prime Movers:																		
Motors, engines, fans, pumps and automatic stokers.....		1		1		1			1								1	
Shafting, coupling, collars, set screw and keys.....	3			1			1		4							3		
Belts, lines, pulleys, chains and sprockets.....		3							7							1		
Gears, cogs, cams, and friction wheels.....		1							1							2		1
Total.....	3	5		2		1	1		13						3	1	7	
Working Machines.....									6						1	1		1
Hoisting Apparatus:																		
Elevators.....									7	2	1							1
Conveyors and others.....				10	6	2	2		4									
Total.....				10	6	2	2		11	2	1							1
Dangerous Substances:																		
Steam escapes, boiler explosions, compressed air.....				2		1	1		4	1								2
Explosive substances.....	6	4		2	2				7									
Electric current.....				1			1		12	1								4
Hot and inflammable substances and flames.....	2	1		1				1	25	2				2	1	1	1	
Conflagrations.....	4	1							1	1								
Gas fumes, poisons, etc.....	1								7	1		1						
Explosions, mine (gas, coal dust, etc.).....				9	1	8												
Total.....	13	6		15	3	9	2	1	56	5	1	1		2	1	1	7	
Striking Against or Being Struck by Objects:																		
Striking against objects.....				2	1		1		1									
Being struck by objects.....	2	6		2	1	1			17	1					6	3	2	
Total.....	2	6		4	2	1	1		18	1				6	3	2		
Falling Objects:																		
Collapse of structure.....	1			2				2										
Breaking or loosening of straps, cables, etc.....	1	2		16	16				1									
Objects falling from elevations, loads, piles.....	1	7							13		2				2	1	3	
Objects falling in mines and quarries.....				48	25	22	1											
Falling trees and limbs.....	1	53		3	2	1			1									1
Others.....				2	2				1		1							
Total.....	4	62		71	45	23	3		16		3			2	1	4		
Handling of Objects:																		
Heavy objects, rolling, carrying, loading, etc.....		11							7		2				2			
Sharp objects.....				1		1			9	1					6		1	
Total.....		11		1		1			16	1	2			8		1		

CANADA, IN 1945, BY INDUSTRIES AND CAUSES

	Iron, Steel and Products	Non-Ferrous Metal Products	Non-Metallic Mineral Products	Chemical and Allied Products	Shipbuilding	Miscellaneous Products	Construction	Buildings and Structures	Railway	Highway and Bridge	Miscellaneous	Central Electric Stations	Transportation and Public Utilities	Steam Railways	Street and Electric Railways	Water Transportation	Air Transportation	Local and Highway Transportation	Storage	Telegraphs and Telephones	Express	Unclassified	Trade	Wholesale	Retail	Finance	Service	Public Administration	Recreational	Laundry, Dyeing and Cleaning	Personal, Domestic and Business	Professional	Unclassified	TOTAL
1	1	1					1			1			1	1																				4
2																																		4
3																																		17
4																																		2
5	1	1					1			1			2	1		1											1							27
6	1	1	1										1			1																		8
7				1																														7
8				1	1		1				1		3	1		2																		19
9				1	1		1			1		3	1		2												1	1						26
10							2	2				1	1				1																	10
11			6	1	1		1	1		1		10	1			8	1																	31
12			1	1	1		3	3			13	3	3			3																		32
13		2	1	7	1						1	5	1			3																		41
14		1		1			3	3				20				1																		38
15	3	8	10	2	9	8	1	15	39	4	12	2	2	2	19								5	5	5	21	13							179
16	1						1	1				1	1																					6
17	3	1		1			4	2		1	1	2	1				2						1	1	1	1	1							35
18	4	1		1			5	3		1	1	1	3	1									1	1	1	1	1							41
19							13	12		1																								19
20	1						5	3		1	1	4	2			2							4	3	1	3	2							20
21			1				1	1				1	1										1	1	1	1	1							37
22							1	1				1	1										1	1	1	1	1							50
23							1	1				1	1										1	1	1	1	1							60
24							1	1				1	1										1	1	1	1	1							5
25	4	1	1				20	17		2	1	4	2		2								6	4	2	7	6							191
26																																		21
27		1																					2	1	1	1	1							10
28																							2	1	1	1	1							31

TABLE I.—FATAL INDUSTRIAL ACCIDENTS

Causes	Industry																	
	Agriculture	Logging	Fishing and Trapping	Mining, Non-Ferrous Smelting and Quarrying	Metalliferous Mining	Coal Mining	Non-Metallic Mineral Mining and Quarrying, n.e.s.	Structural Materials	Manufacturing	Vegetable Foods, Drink and Tobacco	Animal Foods	Textiles and Clothing	Leather, Fur and Products	Rubber Products	Saw and Planing Mill Products	Wood Products	Pulp, Paper and Paper Products	Printing and Publishing
Tools		3						3										
Moving Trains, Vehicles, etc.:																		
Derailments, collisions.....																		
Being struck or run over by, or crushed by, or between cars and engines.....	10	1						7							1			
Falling from or in cars or engines.....				17	5	12												
Mine and quarry cars.....																		
Automobiles and other power vehicles and imple- ments.....	29	9		5	2	1	2	21		1					5	1	3	1
Animal drawn vehicles and implements.....	11	4		1	1			3							1	1		
Water craft.....		16	16	1	1			2										
Air craft.....				1	1													
Total	50	30	16	25	10	13	2	33	1					5	2	4	1	
Animals:																		
Horses, n.e.s.....	11	3						3							1		1	
Other animals.....	6																	
Total	17	3						3							1		1	
Falls of persons:																		
From elevations.....	4	4		12	7	1	4	14	2						1			
From ladders.....	1	1						6			1						1	1
Into pits, shafts, harbours, rivers, etc.....	1	13	2					7	3		1				1			
Into holds of vessels.....								2										
On the level.....		1						2										
From loads, etc.....	6	3						2										
Collapse of support.....																		
On sharp objects.....								2										
Down stairs and inclines.....		1		1	1			4	1									
Into tanks, vats, kilns, etc.....	1							3	2						1			
Total	13	23	2	13	8	1	4	42	8	2	2			6	1	2	1	
Other Causes:																		
Infection, n.e.s.....		1						2										1
Industrial disease, strain, etc.....	1	5		43	37	1	4	1	33							1	1	
Drownings, n.e.s.....	1	1																
Shooting and violence.....		1						4										1
Cave-ins, land slides, ice jams, etc.....				1		1												
Lightning, frost, storms, sunstroke.....	8	1	2					1										1
No particulars.....		6																
Total	10	15	2	44	37	2	4	1	40									4
Grand Total	112	164	20	185	111	53	19	2	256	14	5	9		2	34	11	32	4

IN CANADA, IN 1945, BY INDUSTRIES AND CAUSES—Concluded

	Iron, Steel and Products	Non-ferrous Metal Products	Non-Metallic Mineral Products	Chemical and Allied Products	Shipbuilding	Miscellaneous Products	Construction	Buildings and Structures	Railway	Highway and Bridge	Miscellaneous	Central Electric Stations	Transportation and Public Utilities	Steam Railways	Street and Electric Railways	Water Transportation	Air Transportation	Local and Highway Transportation	Storage	Telegraphs and Telephones	Express	Unclassified	Trade	Wholesale	Retail	Finance	Service	Public Administration	Recreational	Laundry, Dyeing and Cleaning	Personal, Domestic and Business	Professional	Unclassified	TOTAL	
1	1	1					1	1																											6
2													22	21	1												1	1							23
3	1	1			1		4	1	1		2	1	77	62	1	1		14					2		2		2	2							104
4													13	12									1	1											14
5	1	2	1	1			24	4		20		41	5	2				32		1	1		13	6	7		13	12				1	2	157	
6							1			1		1								1	1		1										1	23	
7							9			9	9	2	18			18							1				4	4						66	
8												16				16										2	1	1						21	
9	11	2	3	1	2		38	5	1	21	11	3	187	99	4	19	16	46		2	1		17	7	10		22	20	1			1	3	425	
10																											2	1	1				1	20	
11																																		6	
12																											2	1	1				1	26	
13																								2	1										72
14	5			1	5		24	22	2			3	7	3		2		1	1				2	1	1		2				1	1	23		
15	1						9	9				3	3		1								1	1			2							40	
16							3	1			2		12	2		10							2				1							11	
17	1											9	9		1	9				1			2				4	2						11	
18	1											2	2					2					2				1	1						16	
19												1	1					1					3	3			1	1						4	
20							1	1				1	1			1							3	3			2							2	
21																																		10	
22																							1	1										6	
23	8	1	1	2	9	1	37	33	2		2	5	37	6	1	24		4	2				11	7	4		12	3			8	1	195		
24																																			4
25	1	3	7	1	1	1	5	3					1		1								2	1	1		5	3	1		1			97	
26							3	3	2				3	2		1								1	1			3	3					10	
27	1			2			4	1			3		3										4		4		2	1		1				14	
28																											1	1						6	
29							1	1																			3	1	1	1				15	
30																																		7	
31	20	3	7	3	1	1	13	8		2	3		9	2	1	1		5					6	1	5		14	9	2	2	1			153	
32	74	8	18	17	24	4	125	75	3	28	19	24	286	117	6	62	18	59	21	2	1		49	20	29		83	56	4	3	16	4	5	1,309	

Trade	1	13	23	4	3	5	49	3	1	14	22	2	2	3	6	52						
Wholesale.....		2	9	3	3	3	20			3	6		2	3	1	15						
Retail.....	1	11	14	1		2	29	3	1	11	16	2		5		38						
Finance																1						
Service		25	36	7	3	12	83	5	2	11	20	6	5	5		59						
Public administration.....		17	20	7	2	10	50	1	2	10	14	4	3	2		38						
Recreational.....		2	1		1		4				1			1		2						
Laundry, dyeing and cleaning.....		2	1				3									1						
Custom and repair.....																1						
Personal, domestic and business.....		4	10			2	16	4	1		4	2	1	2		17						
Professional establishments.....			4				4				1					1						
Unclassified		1	2	2			5															
Total	5	58	39	267	538	47	34	78	242	1	1,309	9	85	46	250	451	50	51	67	193	1	1,203

¹Includes accidents to seamen, fishermen and airmen on Canadian craft only; any such accidents occurring outside of Canada are assigned to province from which craft were operated.
²For quarterly reports of accidents see the Labour Gazette for May, August and November, 1945, and February, 1946. ³Preliminary figures. ⁴Revised figures for 1944.

Trade	3	5	4	4	4	6	1	3	4	10	6	49	3	8	53	4	4	465,120 ^b
Wholesale.....	1	3	2	2	2	2	2	1	2	4	1	20	5	5	15	1	2	112,981
Retail.....	2	2	2	2	2	4	4	2	2	6	5	29	2	3	38	3	2	332,139
Finance															1	1	1	89,665 ^b
Service	12	3	6	2	5	7	10	10	13	3	5	83	6	3	59	4	9	792,340 ^b
Public Administration.....	0	2	4	1	2	5	4	6	9	0	3	56	4	3	36	3	2	135,874
Recreational.....	1							2	1	1		4	3	2	1			17,519
Laundry, dyeing and cleaning.....					1	1	1		1			3	2	1				22,711
Custom and repair.....																		
Personal and business.....	2	1	1	1	2	2	1	1	4			16	1	2	17	1	4	332,221
Personal, domestic and business.....					1	1	1	1	1			4	3	1				204,015
Professional establishments.....																		
Unclassified											3	5	4					45,915 ^b
Total	92	101	97	86	108	125	128	136	107	122	110	97	1,309	100	1,203	100	0	

¹Preliminary figures. ²Revised figures. ³Decennial Census of Industry, 1944. ⁴Fishermen only; Annual Census of Industry, 1944. ⁵Annual Census of Industry, 1943.

36 deaths, was the group with the largest number of fatalities in the construction trades. The 36 fatalities in service included 20 in public administration. In retail trade 14 fatalities were recorded as compared with nine in wholesale trade.

The highest number of deaths in agriculture in any province was recorded in Ontario. Logging caused 51 fatalities in this province, which was second only to the 74 recorded in British Columbia.

In Quebec, 267 industrial fatalities were recorded and in British Columbia, 242.

There were 71 deaths in manufacturing in Quebec, 21 of these being in iron, steel and products, and 15 in pulp, paper and paper products. In the transportation group there were 45 fatalities, of which 13 were in steam railways.

Of the 37 deaths in the construction industry, 25 were in buildings and structures. Seventeen of the 25 fatalities in service were in public administration. Eleven deaths occurred in retail trade and 23 in mining, smelting and quarrying, of which 17 were in metalliferous mining. Quebec had nine fatalities in "central electric stations", the highest for Canada in this industry.

In British Columbia 74 fatalities were recorded in logging, nearly one-half of the 164 deaths in this group for the whole Dominion.

Metalliferous mining accounted for 31 of the 39 fatalities in the mining group. The fatalities in manufacturing were distributed among several industries; 12 occurred in saw and planing mills. Twenty deaths were recorded in water transportation and ten in public administration.

There were 78 industrial fatalities in Alberta, 22 of these being in coal mining, and 21 in agriculture. In Manitoba, 47 fatal accidents were recorded in various industrial categories. In Saskatchewan there were 34 fatalities of which 14 were in agriculture.

In Nova Scotia there were 58 fatalities, with 17 in coal mining and 17 in transportation and public utilities.

Thirty-nine fatalities were recorded in New Brunswick, while for Prince Edward Island, only five industrial deaths were recorded.

Fatalities by Months and Industries

The largest number of fatalities occurred in June, July, and August, with 125, 128, and 136 industrial deaths respectively. April, with 86, was the month with the lowest total (See Table III, page 570).

The highest percentage of the 1,309 fatalities in 1945 was in transportation and public utilities with 21.9. Manufacturing accounted for 19.6 per cent.

Fourteen per cent occurred in mining, non-ferrous smelting, and quarrying, and in logging, 12.5 per cent. The lowest percentage, 1.5, was in fishing and trapping.

Table III also gives the latest available census figures of persons employed in the various industries. Some are derived from the Decennial Census of 1941, and some from the annual censuses of industry for 1943 and 1944. While these figures are not in any instance for the year under review, they are the latest available and are included for general comparative purposes.

Fatal and Non-fatal Accidents Reported by Provincial Workmen's Compensation Boards

THE Labour Department's records of industrial accidents include only fatalities arising from employment and deaths due to industrial diseases. The only comprehensive information on non-fatal accidents is derived from the annual reports of the Provincial Workmen's Compensation Boards. Various government departments and commissions supply additional information for manufacturing, mining, and steam and electric railway operation.

The annual reports of the several Workmen's Compensation Boards are reviewed from time to time in the LABOUR GAZETTE, information being given as to accidents, amounts paid in compensation, etc. The annual reports of the Provincial Workmen's Compensation Boards for 1944 were summarized in the following issues; Manitoba, May, 1945, p. 790; New Brunswick, June, 1945,

p. 924; British Columbia, August, 1945, p. 1194; and Quebec, Saskatchewan, Alberta and Ontario, March, 1946, pp. 417-418.

The accompanying table summarizes the figures on fatal and non-fatal accidents recorded by the several Workmen's Compensation Boards for the years 1939 to 1944 inclusive. Also included are some preliminary figures for 1945.

It may be observed that for any specific year the Department of Labour records a higher number of industrial fatalities than the total reported by the Provincial Workmen's Compensation Boards for the same period. This is because in each of the provinces the Board has jurisdiction over certain industries only. Accidents in agriculture, trapping, finance and domestic service are not covered in the boards' reports. Most of the boards deal with accidents in

INDUSTRIAL ACCIDENTS, NON-FATAL AND FATAL, IN CANADA, 1939, 1940, 1941, 1942, 1943, 1944 AND 1945
REPORTED BY PROVINCIAL WORKMEN'S COMPENSATION BOARDS

Province	Medical aid only ¹	Temporary disability	Permanent disability	Fatal	Total
1939					
Nova Scotia.....	3,482	7,715	582	44	11,823
New Brunswick.....	2,577	5,264	263	22	8,126
Quebec.....					53,651
Ontario.....	30,672	21,203	1,020	215	53,110
Manitoba.....	5,128	4,044	196	33	9,401
Saskatchewan.....	2,466	2,670	107	17	5,260
Alberta.....	5,211	6,483	101	37	11,832
British Columbia.....	11,994	14,915	735	132	27,776
Total.....					180,979
1940					
Nova Scotia.....	4,599	8,846	454	49	13,948
New Brunswick.....	3,386	7,257	275	22	10,940
Quebec.....					65,704
Ontario.....	43,346	27,245	1,432	269	72,292
Manitoba.....	5,900	5,055	208	39	11,202
Saskatchewan.....	2,919	3,210	97	23	6,249
Alberta.....	6,132	7,590	211	49	13,982
British Columbia.....	19,732	17,842	748	165	38,487
Total.....					232,804
1941					
Nova Scotia.....	5,894	9,335	511	64	15,804
New Brunswick.....	3,713	7,270	275	37	11,295
Quebec.....					82,568
Ontario.....	63,977	35,999	1,951	363	102,290
Manitoba.....	7,294	5,789	249	46	13,378
Saskatchewan.....	3,238	3,459	105	21	6,823
Alberta.....	5,266	11,455	110	97	16,928
British Columbia.....	24,651	20,889	785	171	46,496
Total.....					295,582
1942					
Nova Scotia.....	7,601	9,530	570	77	17,778
New Brunswick.....	3,930	7,356	215	34	11,535
Quebec.....					96,888
Ontario.....	74,642	40,985	1,950	309	117,886
Manitoba.....	7,548	5,929	265	45	13,787
Saskatchewan.....	3,114	3,516	108	28	6,766
Alberta.....	8,924	9,586	107	63	18,680
British Columbia.....	35,904	28,476	901	194	65,475
Total.....					348,795
1943					
Nova Scotia.....	7,459	8,756	616	100	16,931
New Brunswick.....	3,926	7,175	225	29	11,355
Quebec.....					90,564
Ontario.....	72,532	46,670	1,692	343	121,237
Manitoba.....	7,287	6,369	244	48	13,948
Saskatchewan.....	3,162	3,615	121	23	6,921
Alberta.....	9,035			78	19,700
British Columbia.....	34,919	32,521	979	216	68,635
Total.....					349,201
1944					
Nova Scotia.....	7,558	8,561	543	63	16,725
New Brunswick.....	3,933	7,201	206	25	11,365
Quebec.....					84,308
Ontario.....	66,819	40,191	2,210	286	109,506
Manitoba.....	7,182	6,163	251	34	13,630
Saskatchewan.....	3,010	3,626	122	26	6,784
Alberta.....	9,353	9,379	506	48	19,286
British Columbia.....	27,757	31,504	1,057	145	60,463
Total.....					322,067
1945 ²					
Nova Scotia.....	6,457	9,437	115	53	16,062
New Brunswick.....				29	12,500
Quebec.....					82,724
Ontario.....				467	118,220
Manitoba.....	7,067	6,111	242	33	13,433
Saskatchewan.....	2,675	3,898	97	11	6,681
Alberta.....	6,171	12,546	363	74	19,154
British Columbia.....	25,718	28,871	1,128	137	55,854
Total.....					324,628

(1) Accidents requiring medical treatment but not causing disability for a sufficient period to qualify for this compensation. The period varies in the several provinces; figures not reported by some boards.

(2) Preliminary figures.

logging, mining, manufacturing, construction, transportation and public utilities, and, to some extent, include fishing, trade, and government service. In addition the Workmen's Compensation Boards show accidents to

employees only; the Department of Labour records accidents to all persons employed in industry, including employers and workmen carrying on their own business, particularly in trade, trucking and agriculture.

Return of Prisoners-of-War to Britain

THE Hon. Humphrey Mitchell, Minister of Labour, recently issued a statement dealing with the return of prisoners-of-war from Canada to Britain:—

Approximately 33,000 prisoners-of-war have been in Canada under the custody of the Canadian Government which Government has been acting in this regard as an agent for the British Government. Almost all Canadians will be quite in accord with the idea of meeting the request of the British Government that the prisoners be returned to Europe. The only concern is in regard to the minority which is being used on work projects.

Out of the 33,000 prisoners-of-war it was not felt desirable to use more than 11,000 on work projects. The reason that more were not used on work projects was due to the fact that they were of the type who would not prove satisfactory to the employers and would be more of a nuisance than a benefit. It has been felt necessary to keep the majority under close custody in internment camps.

The working parties have given, on the whole, excellent satisfaction. Briefly, the plan under which they have been used, is to give the prisoner himself the credit of 50 cents per day and require the employer to pay the going rate of wages. This has worked out very satisfactorily in certain industries where other manpower was not available and where the manpower available showed great reluctance to take on the jobs. The plan has been so successful that it has been quite a productive source of revenue for the Dominion Government. During the current fiscal year a total revenue of over \$2,000,000 will be paid to the Federal Treasury from this source.

Prisoners-of-war have been used for lumbering and logging, pulpwood cutting, manufacture of bricks, in brickyards and the cultivation of sugar beets. In all of these industries it is usually quite difficult to interest workmen when other employment is available.

The Department of Labour has consistently followed the practice of not using prisoners-of-war unless it has been proven quite definitely that the situation could not be met from the usual labour market.

In sending prisoners back from Canada it has been arranged with the British Government that the working parties will be sent last which means that there will be no danger of disturbing the prisoners who are working in lumber camps until after the winter season

is over unless they can be replaced with ordinary civilian labour. The requirement has been placed with employers using prisoners-of-war that they must keep orders for men in our Employment Offices. In this way it is assured that prisoners-of-war will not be used to fill jobs and block Canadian workmen from employment.

Representations have been made from the Canadian Agriculture Association, farmers who usually cultivate sugar beets, and the Sugar Controller and operators of sugar plants. All of these representations have emphasized the good work done by prisoners-of-war during the last three years and have expressed a fear of reduction in production if prisoners-of-war are not retained in Canada.

The Minister of Labour continued, "No one is more concerned than the Canadian Government in keeping the production of food from our farms and sugar from our sugar beet crops up to a high level and those who have worked so hard in these industries during the war years may be confident that the planning and co-operation of the Labour Department will be continued during the transition period and, indeed, during the years to come. Already plans are being made in respect to the farm labour situation of 1946, and I am quite confident that labour will be made available to put in the crops and that the tremendous task of harvesting them will be carried through during 1946 as was the case in previous difficult years."

The Minister went on to say:—"Specifically in regard to the minority of prisoners-of-war who were used in work parties it is my intention to review the whole situation in the light of the requirements, about the 1st of April, 1946, and if necessary, I will not overlook the possibility of applying to the British Government requesting that the comparatively small number of prisoners-of-war who have been engaged in work parties be allowed to remain in Canada for a longer period." It should not be overlooked, however, the Minister further pointed out, "that work parties are badly needed in Britain for that country's reconstruction program."

One of the plans which the Labour Department is proceeding with is the circularizing immediately of all farmers urging them to employ their help now rather than wait until next summer when it might be hard to get.

Course in Practical Nursing

THE question of providing training for ex-service women as practical nurses has been discussed for some time by the officials of Department of Veterans Affairs, Department of Labour, Department of Health and Welfare, Medical Associations, Registered Nurses' Associations and personnel directly concerned in the three Women's Active Services. As a result of these discussions and findings, the Royal Commission on Veterans was requested to fully investigate and make a recommendation on the possibility of setting up a practical nursing course.

The Commission had its attention directed to the fact that a considerable number of personnel, mainly women in the three Armed Services, has been trained as sick-bay attendants, hospital assistants or nursing orderlies. The Commission felt that this training was of interest to institutional efficiency and national welfare as well as to the personnel concerned. Ex-service personnel who have been trained and supervised in the Services in the above capacities, were most anxious to be allowed further approved training and then to be recognized by subsequent legislation and registration as practical nurses. Many of the ex-service personnel, who have a keen desire for nursing, lack the necessary academic prerequisites for training as registered nurses.

The Royal Commission recommended that the provincial Departments of Health be urged to implement legislation for training, examination, licensing and registering of the practical nurses. The course for such training was to be based on the outline that was prepared and recommended by the Canadian Nurses' Association. It was also recommended that wherever possible nurses' registries be requested to register practical nurses for the purpose of placement.

The Commission, realizing the necessity of protecting the registered nurses as well as assisting the practical nurses, strongly recommended that the practical nurses be officially recognized and registered by provincial authority. This predicates an Advisory Council similar to that established for Manitoba by the Manitoba Practical Nurses' Act. This Council would define and control the spheres of work for which practical nurses would be suited. Arrangements for training courses and most of the teaching would be done by registered nurses. It was recommended also that the Registered Nurses' Associations maintain registration of practical nurses who successfully pass such approved courses whether provincial licensing laws exist or not. Upon

request, all Provincial Registered Nurses' Associations submitted recommendations to the Commission on their reactions to practical nursing courses.

Plan Undertaken by Manitoba

In the Province of Manitoba, preliminary arrangements have been made by the Canadian Vocational Training officials with the Advisory Council, set up under the Practical Nurses' Act, for the establishment of a course of training to qualify graduates as practical nurses. The first class for practical nurses opened on January 15, 1946, at St. Joseph's Hospital, Winnipeg. In this class there were six women veterans enrolled. The remainder of the class of 25 was made up of civilian trainees. The admission requirements were not too rigid. Entrance age is left to the judgment of a superintendent of nurses, but 21 years is held as a required age before a permanent licence is to be issued. The education requisite is Grade 8. A health and dental certificate, chest X-ray and satisfactory references are necessary.

The course includes the following:

1. Human Body and How It Functions.
2. Principles and Practice Nursing.
3. Nutrition Theory—Practice Cooking.
4. Behaviour and Working Relations.

According to the outline, three months of classroom and practice nursing are given by nine months' experience in hospital wards. The Advisory Council has listed approved hospitals for training. The trainee may choose from this list where she wishes to take 7½ months of her training in hospital wards. The 1½ months is obligatory experience in the Ninette sanatorium. Upon completion of training a minimum wage schedule is applicable. Each phase of training and supervision for the graduate is covered by the Licensed Practical Nurses' Act.

Methods Proposed in Other Provinces

Other provinces are working towards legislation but so far Manitoba is the only one which has finalized legislation in the form of an Act. Ontario has set up the Advisory Council to draw up a course. C.V.T. officials have arranged for the physical setup for basic instruction, which will be given by a registered nurse approved by the Council. The length of Ontario's course is nine months including three months' full time at a teaching centre for lectures, demonstrations and

practice, three months of practical experience and three months of controlled experience during which time the student will take a position with payment and will receive supervision and guidance from the establishment employing her.

Alberta has an arrangement similar to Ontario. However, Alberta's course is emphasizing nutrition and home management to a greater degree than is being considered by some of the other provinces.

Up to the present, Saskatchewan has not taken any definite steps to set up a course of training. However, indications are that if, and when, this course is approved, it will be similar to training offered in Alberta. Legislation has been passed for home nurses.

In British Columbia, it is anticipated that the necessary legislation for a Practical Nurses' Act will be passed at the Spring Session. B.C. Registered Nurses' Association has planned and approved a course similar to that of Manitoba.

No definite action has been taken in setting up a course for practical nursing in the Maritimes, although it is under discussion.

In Quebec, several veterans are being trained in the Trained Attendants' Schools which have conformed to the requisites of the R.N.A.Q. The graduates of these schools are to be recognized by subsequent legislation.

It is interesting to note that the picture of employment possibilities for practical nurses shows a high demand over supply. Listed below are where the licensed practical nurses may be employed: General Hospitals, Mental Hospitals, Sanatoria, Convalescent Hospitals, Nursing Homes, Private Duty, Doctors' Offices and Clinics, Public Health.

Mrs. G. Winter of Winnipeg, Regional Employment Supervisor, Women's Division, National Employment Service, speaking at the D.V.A. Conference in Saskatoon on March 1, pointed out that hospitals were still short of staffs. The practical nursing course, she felt, would prove of inestimable value to young women who had natural gifts for nursing yet lacked academic qualifications. It is felt that this observation on potential employment for practical nurses in the Prairie Region is also applicable to the rest of Canada. It is hoped that in the very near future there may be Dominion-wide legislation for practical nurses which will have outstanding benefits, not only for the trainees, but for the protection of all Canadian citizens. With the practical nurse under the Provincial placement of the Nursing Service, it is expected that a high standard will be maintained through careful selection, closer association and co-ordination of all those engaged in nursing.

Training of Workers for British Catering Industry

THE Catering Wages Commission issued a Report on Training for the Catering Industry on October 20, 1945, which sets out conclusions based on an inquiry under the Catering Wages Act, 1943. The Commission is a permanent one, set up under the Act. It is empowered to inquire into the existing arrangements for regulating wages and working conditions and into any other matters affecting the remuneration, conditions of employment, health or welfare of the workers, and to consider means for meeting the needs of the public, including visitors from overseas, and for developing the tourist traffic. (L.G., 1943, p. 1206; 1944, p. 551.)

Previous reports of the Commission recommended to the Minister of Labour and National Service: (1) that wages boards should be set up, and three have already been organized, to fix rates of remuneration and to provide for rest intervals and holidays with pay for different classes of catering establishments, such as industrial and staff canteens, unlicensed non-residential establishments (restaurants, cafes, tea shops, etc. or catering contractors), licensed non-residential

establishments (public houses and non-residential clubs), licensed hotels and licensed restaurants, and unlicensed residential establishments (hotels, boarding-houses, hostels, etc.); (2) that, in the case of workers employed by the Crown in catering, agreements governing conditions of work should be made, where the workers are organized, between the Government Departments concerned and the trade unions, that where the workers are unorganized the Government should give an undertaking, without prejudice to future joint negotiations, that no catering workers would be employed by the Crown under less favourable remuneration and conditions than those "agreed" for comparable grades of workers in the service of the Crown in similar establishments; (3) that the annual holidays with pay of catering workers should be staggered over the period from June to September inclusive; (4) that certain measures should be taken with respect to the conversion of catering premises used for war purposes to peace-time needs and that every facility be given for securing proper premises, equipment and staff for catering undertakings;

and (5) that catering, holiday and tourist services should be improved and developed.

The Report on training deals with the long-term problem of providing the training necessary in normal times to ensure adequate service to the public, including the tourist trade. Existing training facilities are briefly surveyed and found to be meagre and unsatisfactory, owing, chiefly, to the absence of any protest against their inadequacy. The Commission commends the formation of the Catering Trades Education Committee, a body which has been enlarged and is now fully representative of the industry, as a means of stimulating a demand for an extension of training facilities on a nation-wide scale.

The Commission considers that, if catering is to compete with other industries for juvenile labour in the post-war period, it must be able to "offer prospects of progressive employment conditional on the acquisition of recognized standards of higher skill". The Commission, therefore, stresses the importance of first fixing minimum wages and standards for the industry. It recommends

that a basic training in catering be given within the system of technical education, certificates to be granted after examinations based on a common syllabus by an examining body with national status. Two courses, primarily for those up to the age of 18 who enter the industry on leaving school or after a period of work in another industry, should be instituted, one full-time lasting from three to six months, the other part-time and spread over three years. Suggestions are made to relieve the temporary scarcity of buildings, equipment and teachers.

Further, the Commission recommends that, when these measures have been taken, wide publicity should be given to the opportunities that the catering industry offers to juveniles. It is estimated that 12,000 young people each year are likely to take advantage of such a basic training program.

With regard to special schemes for higher training, the Commission indicates possible lines of development, but makes no recommendation until experience has shown how well the basic courses work out.

Annual Report of Department of Labour, Manitoba

THE annual report of the Department of Labour of Manitoba for the fiscal year ending April 30, 1945 gives details concerning the administration of various Acts coming within the jurisdiction of the Department.

Inspections.—During the fiscal year May 1, 1944 to April 30, 1945, the Manitoba Department of Labour made 21,357 inspections under Acts administered by the Department and issued 6,922 orders. Under the Manitoba Factories Act there were 2,978 inspections made which resulted in 1,750 orders for the improvement of safety and 77 for the improvement of health and sanitation. The policy of training industrial workers in first aid to the injured was continued and over 300 workers qualified for the certificates of the St. John Ambulance Association during the year.

Minimum Wages.—There were 448 wage claims adjusted during the year. Of these, 137 were for male workers and 311 for female workers. The amounts collected were \$3,320.65 for males and \$4,880.97 for females. It is reported that there was a marked improvement in employer-employee relations—"employers in general showing co-operation with regard to safety and healthful working conditions for their employees by way of providing sanitary conveniences, dining rooms and other improvements." There were 1,745 inspections made in Winnipeg and environs and 758 inspections in the remainder of the province, under the Minimum Wage Act.

Fair Wages.—During the fiscal year the Fair Wage Board held nine meetings and one public hearing. Two of these were held jointly with the Regional War Labour Board for Manitoba. Several matters regarding the interpretation of the Fair Wage Schedule were dealt with, for example the employment of high school and university students on construction work and, also the employment of females. The amount collected in connection with wage adjustments for males in the city of Winnipeg and environs under Part II of the Act was \$760.48, and for females \$250.54 was collected.

The Minimum Wage Board held 22 meetings during the fiscal year. Considerable revision was made in the Minimum Wage Regulations, as embodied in five orders. Four of these orders govern the employment of females principally, and one the employment of males. Improvement was made in minimum rates, notably the raising of the minimum for all experienced male employees in the province over 18 years of age and those not requiring skill or training to 35 cents an hour. The training period for inexperienced workers was reduced from one year to six months.

Overtime permits issued during the fiscal year were not as numerous as those issued in the preceding year, the report states. In all, 261 permits to work overtime and 18 permits for legal holidays were issued. There

were 1,745 inspections made under the Minimum Wage Act in Winnipeg and environs resulting in the issuance of 136 orders relating to wages and 39 dealing with hours of work.

Accident Prevention.—The total number of fatal accidents reported during the fiscal year was 367, classified as follows: traffic, 53; industrial, 19; home, 123; general, 172. Of the home accidents, 60 were the result of falls, 18 were due to asphyxiation, and 17 following burns. Under the heading of general accidents 55 were from drowning and 33 were due to aeroplane accidents.

The report points out that during the fiscal year ending April 30, 1945 industry in the province passed the peak of its war production. In spite of that, industrial accidents showed a gradual decrease. This was attributed in large measure to the operation of safety committees in practically all of the larger establishments and to the safety education and training in First Aid which was organized, conducted and encouraged by the Safety Branch of the Department. In addition to the training in First Aid given to industrial workers, a course of evening lectures on safety was provided by the University of Manitoba. Nearly 200 persons, representing over fifty firms, registered for the course.

The Director of Safety "continued to promote safety and the prevention of accidents in all phases of life throughout the province". The work was carried on in co-operation with many public bodies, such as the Manitoba Motor League, St. John Ambulance Association, Winnipeg Board of

Trade, and the Manitoba Associated Boards of Trade. The Director was also connected officially with the Winnipeg Traffic Commission, the Board of Trade Safety Commission and the Streets, Highways and Transit Committee of the Metropolitan Town Planning Commission. These provided support in the campaign for greater safety.

Building Trades.—The bulk of construction during the fiscal year was residential, with numerous repairs, additions and alterations to business buildings. Additions were made to several hospitals and cold storage plants and a number of warehouses, stores, garages, grain elevators, an ice storage building, apartment blocks, a hospital clinic and a large bus depot were built. Around three thousand building permits were issued, valued at approximately eight million dollars. One hundred and fifty-one inspections were made and 22 orders were issued under the Building Trades Inspection Act, during the fiscal year.

Fire Losses.—The number of building fires reported in Manitoba during the fiscal year was 1,643, over 77 per cent of which occurred in dwellings. The insured property losses amounted to \$1,058,490, a reduction of \$292,338 from the 1943 total. The per capita loss was \$1.59 as compared with \$1.86 the preceding year.

During the fiscal year ending April 30, 1945 there were 139 official fire investigations throughout the province, 28 of which were conducted by the R.C.M.P. There were 22 fatalities due to fire in the fiscal year, ten of whom were men, seven were women and five were children.

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Notes of Current Interest

Meeting of Dominion- Provincial Conference

The Dominion-Provincial Conference on Reconstruction held its second series of open meetings in Ottawa between April 29 and May 3, attended by the premiers of the provinces, the Prime Minister of Canada, and members of the Dominion cabinet.

At the first open meetings of the Conference last August the Dominion Government had presented to the provinces a set of proposals for the division of responsibility in regard to post-war policies on employment, social security and other matters, and for the sharing of powers of taxation (L.G., Sept., 1945, p. 1280). Following the Dominion's presentation, certain of the premiers submitted proposals, and others made statements. The Conference then adjourned to enable the governments to study the proposals.

Subsequently the Co-ordinating Committee of the Conference, consisting of the provincial premiers, three Dominion ministers, and the Prime Minister, held closed meetings in November, January and April. The proposals of the Dominion and of the provinces were considered in detail.

When open sittings were resumed on April 29, the Prime Minister, Right Hon. W. L. Mackenzie King, made a statement in which he announced certain revisions and modifications of the original Dominion proposals. These proposals remained substantially unchanged in respect of health matters, old age pensions, unemployment assistance, and

Dominion assistance to provinces and municipalities for public investment projects undertaken in accordance with the timing of the Dominion's program; but were modified in regard to financial arrangements. The Dominion's basic proposal had been that in return for specified unconditional payments to the provinces the provinces should undertake for the next three years not to levy income, corporation and succession duty taxation. In its new proposals the Dominion added the proviso that any province which wished to continue to levy succession duties might do so on condition of the Dominion payment being appropriately reduced. The Dominion also offered to increase the amounts that would be paid to the provinces, and made various other suggestions.

The replies of the provincial premiers and the subsequent discussion centred almost entirely on the financial arrangements.

After five days of discussion the Conference adjourned, with no agreement having been reached, and no date set for a possible resumption of meetings.

Availability of executive and professional personnel

About a year ago, the National Employment Service added to the service a new division known as Executive and Professional Offices (L.G., April, 1945, p. 447). These offices were established at Moncton, Montreal, Toronto, Winnipeg and Vancouver for the purpose of placing in employment men and women

possessing executive and professional abilities.

A review of the past year's operations of these offices indicates that the demand for executive and professional personnel is heavy, and that a fair number of this type of applicants has become more readily available due to the return of armed forces personnel and release from war industry.

At the end of March, 1946, there were 1,020 openings registered in the Executive and Professional Offices and 1,758 applicants listed as available. The continuing demand for executive and professional persons is due principally to the development and progress being undertaken throughout the reconstruction and reconversion period. A section of the Executive and Professional Offices deals with the problems of ex-service personnel. Although many persons with executive and professional ability seeking employment after being demobilized from the Armed Forces have limited experience in civil employment, it appears that employers are readily accepting these men and women for executive and technical positions.

Since the opening of these offices less than one year ago 6,000 persons have been referred to employment and 4,480 have been placed in permanent employment at annual salaries above \$2,400.

**Responsibility
for housing
vested in
Minister of
Reconstruction**

An Order in Council (P.C. 1513, April 16) vesting responsibility for housing in the Minister of Reconstruction and Supply was announced on April 29 by the Prime Minister, Right

Hon. W. L. Mackenzie King.

"Hitherto", the Prime Minister stated, "the Minister of Reconstruction and Supply has been responsible for the operations of War-time Housing Limited, but other aspects of housing responsibility have been vested in the Minister of Finance and the Minister of Veterans Affairs. Under the new arrangement, the responsibility for the Central Mortgage and Housing Corporation, which was established early this year under the Minister of Finance and which has responsibility for the administration of the National Housing Act and of the Emergency Shelter Regulations, in addition to the financing of housing construction, will be transferred to the Minister of Reconstruction and Supply. Arrangements have also been made to co-ordinate the operations carried on under the Veterans' Land Act in relation to non-farm housing with the activities which will now centre in the Department of Reconstruction and Supply."

**Employment
and industrial
statistics**

The accompanying table gives the latest statistics available reflecting changes in industrial activity in

Canada, by months in the current year, as compared with the corresponding months in 1945.

As may be seen in the table, the index of industrial employment published by the Dominion Bureau of Statistics, declined fractionally from 167.2 at February 1 to 166.9 at March 1, 1946. A slight increase was noted in the general index of wholesale prices which rose from 104.6 in February to 104.9 in March. The Bureau's cost-of-living index also advanced from 120.1 at March 1 to 120.8 at April 1, thereby bringing the index to a slightly higher level than was reached at any time during the war. An increase of 10.2 points in the physical volume of business operations during the month brought the general index to 191.4 in March, 1946.

Employment and earnings.—Industrial employment throughout the Dominion showed a further moderate contraction at March 1, in a seasonal movement which did not vary to any great extent from the normal recorded in that period since 1920. The decline was less than that indicated at March 1, 1945. The 15,644 establishments co-operating in the Dominion Bureau of Statistics' latest survey of employment and payrolls had a combined working force of 1,702,983 men and women at March 1. This was a reduction of 2,522 persons, or 0.1 per cent, as compared with 1,705,505 employees at February 1. The relatively slight shrinkage in employment lowered the index, on the basis 1926=100, from 167.2 at February 1 to 166.9 at March 1, as compared with 178.2 a year ago.

There was a small contra-seasonal recession in manufacturing at the beginning of March, similar to the experience recorded at the same date in 1945 and 1944. These three are the only years on record in which the trend at March 1 has been downward. The general loss was not on a large scale, approximately 1,300 persons having been released since February 1. Among the non-manufacturing industries, logging, transportation, and construction and maintenance showed curtailment, chiefly of a seasonal character. There was little change in the service industries, while in mining, communications and trade, expansion was reported. The advances were contrary to the usual movements in these industries at the beginning of March.

In contrast to the slight reduction in the number of persons employed at March 1, the weekly salaries and wages paid at this

STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

NOTE.—Official statistics except where noted. Much of the statistical data in this table, with an analysis, are included in the *Monthly Review of Business Statistics* issued by the Dominion Bureau of Statistics.

Classification	1946			1945		
	April	March	February	April	March	February
Employment—						
Index ¹		166.9	167.2	176.9	178.2	178.9
Applications for employment ² . No.		6,313	6,597	7,863	7,054	7,265
Vacancies notified ³ . No.		5,397	4,477	10,059	8,218	7,415
Placements effected ⁴ . No.		2,378	2,104	5,586	4,860	4,974
Unemployment insurance claims						
Unemployment in trade unions	No.	50,706	59,098	8,430	13,307	14,990
	%	1.9		0.7		
Earnings and Hours—						
Index, aggregate weekly payrolls ⁵		137.3	135.5	144.1	148.8	146.4
Per capita weekly earnings..... \$		32.44	31.97	32.00	32.81	32.15
Average hourly earnings..... cents		67.0	68.1	70.4	70.1	70.1
Average hours worked per week.....		44.0	44.1	43.6	45.8	45.4
Prices—						
Wholesale index ¹		104.9	104.6	103.4	103.0	102.9
Cost-of-living index ⁴	120.8	120.1	119.9	118.7	118.7	118.6
Physical Volume of Business—						
General index ⁴		191.4	181.2	232.2	225.2	216.7
Industrial production ⁴		199.0	188.2	252.2	248.0	240.3
Mineral production.....		143.5	98.1	183.2	173.5	147.9
Manufacturing.....		190.7	197.9	271.1	271.1	270.0
Construction.....		435.1	258.1	211.3	166.2	107.7
Electric power.....		155.6	152.9	165.5	154.2	150.1
Distribution ⁴		175.9	166.7	190.7	177.9	167.7
Carloadings.....		150.1	147.0	148.7	149.6	147.9
Tons carried, freight.....		192.7	184.5	215.3	206.6	192.8
Imports.....		167.4	165.9	162.4	161.4	162.0
Exports.....		212.7	185.5	381.4	369.6	295.9
Retail sales, unadjusted.....		210.3	167.0	174.6	194.3	146.7
Retail sales, adjusted ⁵			212.6	179.7	201.8	185.6
Wholesale sales.....		234.2	210.4	197.3	201.4	178.6
Other Business Indicators—						
Common stocks, index ⁴	†124.5	119.2	121.8	94.2	93.2	92.9
Preferred stocks, index ⁴		154.5	154.1	130.3	130.9	132.1
Bond yields, Dominion, index ⁴	†84.4	83.8	85.9	96.0	96.3	96.6
Trade, external, excluding gold. \$		319,922,000	271,731,000	451,938,000	439,493,000	352,736,000
Imports, excluding gold. \$		139,949,000	116,996,000	133,827,000	132,486,000	112,373,000
Exports, excluding gold. \$	178,488,000	178,377,000	153,143,000	312,323,000	301,175,000	236,364,000
Bank debits to individual accounts. \$	5,774,660,000	5,678,171,000	5,335,919,000	4,855,105,000	5,328,958,000	4,433,511,000
Bank notes in circulation ⁶ . \$			976,884,000	952,600,000	965,900,000	928,300,000
Bank deposits in savings. \$		3,170,180,000		2,734,670,000	2,724,692,000	2,630,600,000
Bank loans, commercial, etc. \$		1,132,753,000		1,022,511,000	1,066,861,000	
Railways—						
Car loadings, rev. freight cars ⁷ ..	260,244	280,362	263,569	280,944	267,535	265,842
Canadian National Railways						
operating revenues. \$			25,500,000	31,714,000	32,403,000	27,089,000
operating expenses. \$			23,969,000	24,524,000	25,787,000	24,743,000
Canadian Pacific Railway						
traffic earnings. \$		25,254,000	22,598,000	26,400,000	26,383,000	23,159,000
operating expenses, all lines. \$		23,555,000	21,239,000	23,386,000	23,779,000	21,408,000
Steam railways, revenue freight in ton-miles.....				5,367,901,000	5,175,424,000	4,612,032,000
Building permits. \$		35,734,000	16,563,000	17,735,000	12,787,000	7,225,000
Contracts awarded. \$	75,919,000	57,598,000	33,092,000	34,296,000	19,651,000	12,933,000
Mineral production—						
Pig iron..... tons		158,049	143,171	156,070	165,517	149,487
Steel ingots and castings..... tons		249,117	233,893	274,213	277,461	250,464
Ferro-alloys..... tons		8,405	10,872	18,350	16,434	13,402
Gold..... oz.			229,099	233,737	228,687	212,351
Coal..... tons			1,638,000	1,316,000	1,467,000	1,505,000
Copper..... lb.		34,375,000	28,299,000	42,954,000	45,931,000	39,903,000
Nickel..... lb.		15,677,000	12,450,000	21,661,000	23,515,000	20,725,000
Lead..... lb.			30,477,000	28,172,000	35,170,000	24,578,000
Zinc..... lb.			39,784,000	43,386,000	47,697,000	44,521,000
Timber scaled in B.C. F.B.M.		253,630,000	198,471,000	234,705,000	211,292,000	197,760,000
Flour production..... bbl.		2,393,000	2,146,000	2,128,000	2,161,000	1,892,000
Footwear production..... pairs		4,020,000	3,497,000	3,275,000	3,393,000	3,076,000
Output of central electric stations..... k.w.h.		3,537,104,000	3,183,011,000	3,534,157,000	3,586,511,000	3,124,235,000
Sales of life insurance. \$		101,992,000	87,621,000	57,121,000	65,636,000	58,919,000
Newsprint production..... tons		337,862	334,127	245,430	263,780	239,660

† Week ended April 25, 1946.

¹ Base 1926=100. ² Daily averages. ³ Base June, 1941=100. ⁴ Base 1935-1939=100. ⁵ Adjusted, where necessary, for seasonal variation. ⁶ Notes in the hands of the public at the end of the month. ⁷ Figures for four weeks ended April 27, 1946, and corresponding previous periods.

date, aggregating \$55,249,434, showed an increase of \$728,926 or 1.3 per cent over the amount disbursed by the same firms at the beginning of February. The average weekly earnings in recorded employment were \$32.44 at March 1 as compared with \$31.97 at February 1, 1946, and \$32.81 at March 1, 1945; in earlier years for which data are available, the March 1 averages were as follows: 1944, \$32.27; 1943, \$30.72, and 1942, \$27.92.

Prices.—The general index of wholesale prices, on the basis 1926=100, registered a slight increase from 104.6 in February to 104.9 in March, 1946. This compares with an index of 103.0 in March, 1945. In the sub-groups, textile products increased 3.3 points during the month, and fractional increases were recorded in vegetable products, iron products and non-metallic minerals. The non-ferrous metals group index remained unchanged, while chemical products declined 2.7 points and animal products 0.1 points.

The Dominion Bureau of Statistics' cost-of-living index, on the basis 1935-1939=100, advanced from 120.1 for March 1, to 120.8 for April 1, 1946. The principal part of this increase came from the food group, which rose from 133.1 to 135.1. Price increases for butter, pork products, and vegetables were mainly responsible for the change recorded by the food index. Three other group index changes were for fractional amounts only. Home furnishings and services rose from 120.4 to 120.7, clothing from 123.1 to 123.2, and miscellaneous items from 110.9 to 111.0. Fuel and light remained unchanged at 107.2 and rentals at 112.3. The April, 1946 cost-of-living index of 120.8 exceeded slightly the wartime high level of 120.5 recorded for August, 1945. The increase since August, 1939, was 19.8 per cent.

Index of the physical volume of business.—An increase of 10.2 points, or about 5.6 per cent during the month, brought the index of the physical volume of business to 191.4 in March, 1946. While the index of manufacturing receded 7.2 points to stand at 190.7, a considerable number of the components of the general index reached higher levels in the third month of the year. Sharp advances were recorded in mineral production (from 98.1 to 143.5) and in the new business obtained by the construction industry where the index rose from 258.1 in February to 435.1 in March. A minor increase was shown in the output of electric power. The index of distribution, based upon railway traffic, internal and external trade, rose from 166.7 to 175.9. Advances were shown in carloadings, imports and exports.

Statistics available for the first two months of 1946 illustrating the economic situation in Canada show that the index of the physical volume of business receded to a lower position in continuance of the downward trend evident since the early months of 1944. This index, on the basis 1935-1939=100, was 15.4 per cent lower in the first two months of 1946 than in the corresponding period in 1945. Employment in manufacturing, as measured by the index of industrial employment, showed a reduction of 15.3 per cent from the early months of 1945. Mineral production was uneven; the index of employment, on the 1926 base, was slightly higher at 149.9 than in the 1945 period. Gold receipts at the Mint were 8.1 per cent higher; coal production registered a similar advance and lead production showed a 33.0 per cent increase. On the other hand, copper production declined 27.9 per cent, nickel 41.8 per cent and zinc 15.7 per cent. Steel ingot production was curtailed by 7.8 per cent. The value of exports declined 27.0 per cent but imports showed an increase of 6.3 per cent. The operations of the railways were slightly greater in regard to the tonnage carried and the number of cars loaded. An important advance was also recorded in the volume of newsprint production; the index rose 26.2 per cent in the first two months of 1946 compared with the corresponding output in 1945. In the same comparison, hog slaughterings declined 35.5 per cent, cattle slaughterings 3.8 per cent, creamery butter production 16.9 per cent and factory cheese production 31.7 per cent.

Application of Reinstatement Act to members of interim forces By the terms of a recent Order in Council (P.C. 1298, April 9, 1946), members of the interim forces who through their war service are entitled to benefits under the Reinstatement in Civil Employment Act will retain their full rights under the Act if discharged from the interim forces prior to April 30, 1946.

Furthermore, those who are discharged after April 30 will also retain full reinstatement rights, if they have applied for discharge prior to that date.

The Order amends the Reinstatement Regulations (L.G., Feb., 1945, p. 131; Dec., 1945, p. 1843).

In announcing the Order, the Hon. Humphrey Mitchell, stated that although the Reinstatement Act was a war measure to preserve the civilian employment rights of those returning to pre-enlistment employment from the wartime Armed Forces, this protection had been extended up to the present

to those who considered that their service in the interim forces was necessary during the reorganization period.

The Regulations as amended state that if a member of the interim forces applies for discharge prior to April 30, the period allowed for him to claim reinstatement dates from the day of his discharge. If he has not applied prior to this date, then the period in which he must apply begins on April 30.

If discharged in Canada, the period within which a man may claim reinstatement at civilian employment is three months, and if discharged overseas the period is four months. There is also provision for an extension of the time when through a condition of health an employee cannot return to his employment this soon.

**Amendment
to N.S.S.
Regulations re
ship repair
workers**

An exception to the requirement that workers be given seven days' notice or six days' pay before being laid off, has been made in the case of persons temporarily employed as ship repair

workers.

Under National Selective Service Civilian Regulations such an exception already exists in the case of workers in any industry who have been employed for a period of less than a month. The new amendment extends this period to "a period of less than two months" in the case of ship repair workers. An employer must, however, still give such a worker a notice of separation in prescribed form before dismissing him.

**Voluntary
savings of food
encouraged
in Canada**

The establishment of an Inter-departmental Food Information Committee was authorized by P.C. 1031, March 22, 1946.

The purpose of this Committee is to direct a program of public information designed to encourage voluntary savings in the use of wheat and wheat products, meat, eggs and cheese, to avoid waste in these essential foods, to encourage voluntary reduction of inventory stocks and, wherever possible, to encourage curtailment in the use of wheat as feed for live stock.

Mr. George V. Haythorne, Associate Director, Agriculture, Forestry and Fisheries, has been appointed representative of the Department of Labour on this Committee with Mr. V. C. Phelan as Alternate.

The Committee is holding weekly meetings to consider various types of publicity and educational measures. These include newspaper advertisements, radio broadcasts, posters, film trailers, arrangements for collecting forfeited meat ration coupons, and providing speakers for public meetings.

Appeals are being included to persons, especially in towns and cities, to make their services available this summer for farm work. The contribution that can be made to essential food stocks through substituting vegetables and fruits grown in home gardens is also being stressed.

**Institute of
Industrial
Relations set
up at Toronto
University**

An Institute of Industrial Relations has been established at the University of Toronto, it was announced in April. Designed to promote investigation and research in the field of industrial relations, the institute will seek aid from qualified experts from management and labour, and will publish the results of its research. It will not offer courses for academic credit, but fellowships, scholarships, and grants-in-aid will be made available for graduate students and others qualified.

Professor V. W. Bladen has been appointed director of the institute.

**Growth of
co-operatives
in Alberta**

Information has been published recently by the Provincial Government of Alberta showing the development of the co-operative movement in that province between 1941-1944. An analysis of some of the statistics has been made by the International Labour Office which shows that the total number of co-operative organizations in the province increased during the three years from 192 to 358. Credit unions more than tripled in number, there being 42 in 1941 and 149 in 1944.

Similarly, there has been an increase in the total membership, not only of individual co-operatives, but in the several categories. The number of members increased from 94,546 to 192,175 for all associations reporting. Live stock co-operatives' membership increased from 8,139 to 17,571 and that of consumers' co-operatives from 12,428 to 42,590. Membership in credit unions increased from 4,564 to 14,790 and in dairy and poultry co-operative societies from 13,256 to 62,561.

Trade more than doubled in the case of dairy and poultry co-operatives—\$13,834,000 from \$5,752,000. Business transacted by grain and seed co-operative societies increased from \$2,400,000 to \$45,260,000. Live stock associations increased in number from 24 to 44. In 1941, the 24 associations reported a total business of \$3,998,000, while in 1944, the 44 associations transacted business valued at \$29,030,000. Credit union business grew from \$252,000 in 1941, to \$1,113,000 in 1944.

**Publication of
1946 edition
of official
handbook
"Canada"**

The publication is announced by the Dominion Bureau of Statistics of the 1946 edition of the Official Handbook "Canada".

So far as space permits the handbook deals with all phases of the country's economic organization and statistics are brought up to the latest possible date. The text is accompanied by a wealth of illustrative matter.

The introduction reviews Canada's economic developments during 1945 and is followed by a special article entitled "Trans-Canada Air Lines—Its Place in the Field of Civil Aviation in Canada". The article deals with the development of civil aviation in the Dominion and the organization and growth of the Trans-Canada Air Lines. The chapter material reviews economic conditions under the following headings: population and vital statistics, national income and survey of production, agriculture, forest resources, fisheries production, mines and minerals, water powers, manufactures, transportation and communications, labour, welfare services, construction, external trade, public finance, currency, banking and insurance, and education.

Copies are obtainable at a price of 25 cents from the King's Printer, Ottawa.

**Unemployment
Insurance
Commission
applies stricter
benefit procedure**

As a further means of ensuring that payment of unemployment insurance benefit be made only to persons legally entitled thereto, the Unemployment

Insurance Commission has tightened the benefit procedure in use in National Employment offices.

The new procedure is being applied experimentally in the National Employment Offices in Montreal and Toronto. If it is successful, the intention is to apply it, with possible modifications, in other employment offices throughout the country.

The new system requires all unemployed claimants who are summoned to the local office or referred to employment, to report back to the local office as often as directed by the local employment officers. Anyone failing to do so on the given day will be considered not available for work on that day, and no unemployment benefit will be paid for such day. In this way it is intended to disqualify for the receipt of benefit those who either never go near the employer to whom they were directed or refuse suitable

work when offered. It has been discovered that many persons who did not fulfil all the requirements of the Act, obtained benefit for longer periods than that to which they were legally entitled. An indication that this practice was increasing was given by the growing number of cases "pending" at the close of each month. This obviously meant that many claimants had been referred to employment and had not reported as to the result. It is realized of course that many of them have had a valid reason for not reporting and the new procedure is designed to take care of these *bona fide* cases.

**Repeal of
British Act
of 1927 on
Trade Unions**

The repeal of the Trade Disputes and Trade Unions Act, 1927, will remove from the statute books of the United Kingdom a law enacted after the general strike of 1926. The repeal Bill passed the House of Commons on April 2, 1946, and the House of Lords on May 16.

The chief provisions of the 1927 Act which led the Labour Government to promote its repeal were those—(1) making illegal a sympathetic strike "calculated to coerce the Government"; (2) declaring unlawful picketing "calculated to intimidate" any person; (3) prohibiting an association of established civil servants affiliating with outside unions; (4) making it unlawful for any local authority or other public body to make it a condition of employment that a person must or must not be a member of a trade union, and (5) reversing the procedure laid down by the Trade Union Act, 1913, under which unions could contribute to a political fund except with respect to a member who, in writing, stipulated that no such contribution should be made from his union fees. "Contracting-out" under the 1913 Act was changed to "contracting-in" by the 1927 statute. The latter prohibited political contributions by a trade union in respect of any members who did not authorize such a contribution in writing.

On second reading of the repeal Bill on February 13, Government members stated that there was no likelihood of trade unions striking against the Government and that the area of lawful picketing had been narrowed unreasonably, particularly by the definition of intimidation as any act which was meant "to cause in the mind of a person reasonable apprehension of injury to him or to any member of his family . . .", "injury" including injury in respect of business or employment.

New Towns Bill introduced in United Kingdom The development of some ten to twenty new towns is provided for in the New Towns Bill which was given first reading in the British House of Commons in April.

The new towns are designed to absorb the "overspill" from overcrowded cities. However, they are not intended to be mere dormitories but essentially self-contained communities with their own industries. The Board of Trade already has lists of manufacturers wanting to establish factories in the new areas.

Under this Bill, after making an order designating the site of a new town (which may include as its nucleus an existing town), the Minister of Town and Country Planning will appoint for its development a corporation of up to nine members, after consultation with the local authorities concerned. The corporation will have the power to acquire land by agreement or compulsorily. It is assumed that the provision of houses and services will be undertaken by existing authorities or private enterprise, there being no ban on the latter, though normally leases will be limited to ninety-nine years. Nevertheless, the corporation will have the power to provide any amenity that is lacking, from gas works to a shop or cinema.

Being responsible for making the overall plan the corporation will be able from the start to make provision for services adequate to the eventual population of the town for which the aim is a figure of fifty thousand. Ultimately (e.g. in ten or fifteen years' time) the corporation will be wound up and its property transferred to the appropriate local authority.

Decline in earnings of factory workers in U.S.A. Average hourly earnings for factory workers in the United States were just over \$1 per hour in January, 1946, according to the U.S. Department of Labour. This level was approximately the same as that which prevailed in January, 1944, but about 4 cents lower than in January, 1945.

Average weekly earnings, on the other hand, were almost 13 per cent lower in January, 1946 than in January, 1945. Average hours worked per week in manufacturing industries were 41.1, a drop of almost 10 per cent during the period.

Commenting on the figures, Mr. A. F. Hinrichs, Acting Commissioner of Labour Statistics said: "The decrease in gross aver-

age hourly earnings of factory workers was due both to decreases of employment in higher wage industries and to reduction of overtime hours paid for at premium rates. Numerous wage-rate increases equally evident in both durable and non-durable goods groups were responsible for restoring hourly earnings for all manufacturing industries combines to their position above the \$1 mark in January."

Domestic servants' compensation in New York State An amendment to the Workmen's Compensation Law of New York State was recently signed by Governor John Dewey. The new law, which is to become effective January 1, 1947, makes it mandatory for employers to insure their servants against injury or death caused by accident while at work, if employed 48 hours or more a week by the employer.

The amendment covers such domestic servants as cooks, butlers, housemaids and nursemaids at present excluded from the compensation law. Chauffeurs, gardeners and similar workers are included under the existing provisions.

Liability ranges up to \$15,000 for total disability or death and is collectable in a lump sum, on a summary court judgment, by seizing the employer's property, attaching his earnings, or similar measures. Dwyer W. Shugrue, general counsel to the State Workmen's Compensation Board, in explaining the procedure for enforcement, stated that when a just claim is filed against an uninsured employer and prompt and full payment is not made "we simply deposit our claim with the court and within ten days get a summary judgment which is collectable in the usual way. There is no trial. It makes no difference whether the accident was the employee's own fault.

"The employer is not, however, subject to the criminal penalties that industrial employers are . . . for neglecting to insure his servants."

In the event of the injured servant suing for compensation in the courts, the employer, in defending himself, is enjoined by the new amendment from pleading contributory negligence on the part of the employee, or using the "assumption of risks of employment" or "fellow servant" defences.

The State Labour Department estimated that 40,000 to 50,000 domestic servants in the seventeen largest cities would come under the law's ambit when it becomes operative.

Message of Minister of Labour to Canadian Workers

On May 6 the Minister of Labour, Hon. Humphrey Mitchell, directed the following message "to Canadian Workers":—

During the last War and up to to-day Canada has managed by means of price control to maintain a general price level in this country which has enabled wage-earners to purchase goods and services at reasonable prices. This is in striking contrast to conditions in many other countries where, due to failure to control prices, the purchasing power of wages is much less than before the War and the standard of living lowered to that extent.

We did not have the same measure of price control in Canada during the first World War; and many will remember the very high prices paid for everything during that War and after—particularly after. It is revealing to compare the prices of the following few staple food items then and now:

Butter, per pound.....	58·0
Eggs, per dozen.....	54·6
Sugar, per pound.....	11·9
Bread, per pound.....	7·9
Milk, per quart.....	13·7

It must be borne in mind, however, that prices cannot be kept under control unless at the same time there is made effective a measure of wage stabilization. This is because wages form a very considerable part of the cost of producing the goods and services we all must use. Wages have value only in relation to their purchasing power. In other words, the real value of wages depends upon the amount of goods and services wages will buy. Obviously higher wages mean nothing if they are absorbed by higher prices. Increases in wage rates, where they cannot be taken care of by the employer out of profits, are bound to increase the costs of goods and services.

It was for this reason that during the War just ended the Dominion Government adopted what it considered a fair and reasonable wage control policy. Under this policy wages were stabilized but were not frozen. Thousands of wage rate increases were ordered by War Labour Boards, so that notwithstanding the adoption of a general policy of stabilizing wage rates, wages being paid to-day in the main occupational and industrial groups are the highest in Canada's history.

Under our wage policy legislation, a War Labour Board may direct any employer to raise wages if it can be shown that he is paying less than the going wage for similar work in his own or comparable locality. A Board may also authorize an employer to raise wages on any other reasonable basis provided he can continue to sell his goods or services without raising prices.

March, 1919 (Cents)	1920 (Cents)	March, 1946 (Cents)
58·0	74·8 (Jan.)	44·7
54·6	88·8 (Dec.)	43·8
11·9	25·0 (Aug.)	8·6
7·9	9·7 (Sept.)	6·7
13·7	15·6	10·5

If workers feel they are justified in seeking a wage increase, steps should be taken to have the matter submitted to the appropriate War Labour Board on which organized labour is properly represented. Every such application has the assurance of being considered on its merits. Strikes to support such applications are prohibited but this is a necessary safeguard to ensure the maintenance of the Government's price-wage policy. In the long run, that policy has benefited and will continue to benefit the Canadian worker by protecting his living standards and avoiding an inflationary rise in prices, which would cancel the advantage gained by an increase in real wages during the war years and since.

Delaying Factors in Industrial Readjustment

Results of Study Conducted by Department of Reconstruction and Supply

UNDER the title, "Obstacles Currently Delaying Industrial Readjustment", the Department of Reconstruction and Supply issued recently a brochure embodying the results of an inquiry conducted by its Economic Research Branch.

As a basis for the study, a special questionnaire was sent to the 700 plants which report each month to the Department of Reconstruction and Supply. These plants, at the time of the inquiry, employed about 400,000 workers, "or just under 40 per cent of all Canadian manufacturing employment. They include almost all major war contractors and nearly all plants with over 1,000 employees regardless of the extent to which they had been engaged on war work. Under the circumstances, coverage is high in the metals, chemicals, rubber, petroleum, primary textiles and meat and fish packing industries, but is low in other foods, in clothing, household furnishings, lumber, and in most relatively small scale industries".

In analyzing the reports it was recognized that they were obtained from a large proportion of the industries with the heaviest reconversion problems, "but only a relatively small proportion of manufacturers in most of the consumer non-durables, low-priority, low-wage scale industries which may have heavy replacements, modernization and expansion problems".

The questionnaire sought to establish the nature of the factors, that were limiting production and the probable extent of their effect on employment by March 1, 1946.

Summary of Findings

Of the 700 plants that reported in January, 38 per cent "expected various shortages of material, labour, parts, equipment, tools, foreign exchange, etc., during the first two months of the year to prevent reconversion, expansion or complete utilization of their facilities, rapidly enough to meet the demand for their products".

As a result of the above shortages it was expected that employment in manufacturing would increase only slightly during the first two months of the year—probably by less than 10,000—whereas a further increase of about 60,000 could have been expected in the same period had these shortages been re-

moved. It was emphasized that these are very approximate figures and must be treated with reserve.

That these shortages continued much as was anticipated is indicated by the fact that employment in manufacturing actually increased only 11,000 between January 1 and March 1.

The principal types of shortages were found to be; (1) materials and parts; (2) labour; and (3) delays in obtaining necessary equipment and tools. Other factors mentioned were inadequate factory space and housing accommodation for additional labour, and import and export controls of other countries.

Concerning the shortages of materials and parts, the report indicates that cloth, particularly woollens normally imported from Great Britain, rayon and cotton yarns, parts of radio and electrical equipment on order in the United States, and meat for packing were most frequently listed as retarding production. Shortages of sheet and coil steel, castings and forgings were reported by the iron and steel fabrication plants. Steel shortages became more acute towards the end of the period reviewed, owing to labour disputes in the United States.

Labour shortages, particularly skilled labour, were found to be the next most important "limiting factor". The principal industries affected by such shortages were the consumer non-durable, low-wage, low priority industries, such as primary textiles, clothing and footwear. There were also shortages of moulders, pattern- and tool-makers, die makers and general foundry workers.

The plants most affected by delays in obtaining the necessary equipment and tools were pulp and paper, clothing and basic materials and radio and communications. It is stated that these firms, in many instances, were unable to maintain their equipment during the war because of low priorities and that others were faced with a heavy reconversion problem. Slow deliveries from the United States as a result of labour troubles were given as one of the chief limiting factors.

Of the other causes retarding conversion, the need for new factory space was given as important in a number of instances. In most cases it was the intention to build new plants, but the shortage of building materials and skilled labour delayed such action. Then, too,

several plant managers reported that the entry of their products into Great Britain and other countries in the Sterling area was being restricted because of exchange rates and import controls. It seemed probable that the Canadian loan to Great Britain would modify this condition.

Effect of Shortages on Employment

About half of the firms reporting shortages estimated the number of employees affected and, on the basis of these figures, an attempt was made to estimate the probable effect of shortages on manufacturing employment as a whole at March 1, 1946. Estimates for most heavy industries and a few light ones were based on good coverage. "For other industries, however, such as vegetable foods, beverages, and wood and paper products, no samples; or only precariously small ones were available. For most of these groups rough estimates were made on the assumption that the effect of shortages was about the same as in kindred industries for which data were available". It is pointed out that for these reasons the following estimates must be treated with reserve, as a first attempt based on limited data and on an incomplete sample.

The actual employment at January 1, 1946 in the consumer goods group (clothing, primary textiles, footwear, rubber clothing, animal foods and tobacco, vegetable foods, beverages, furs) was 346,000. The estimated additional employment had shortages been removed at March 1, 1946, was placed at 36,700.

In the reconversion group (industrial equipment and foundries, automotive, electrical

apparatus, radio, etc., agricultural machinery) the actual employment at January 1 was placed at 221,000 and the estimated additional employment at March 1 would have been 15,200.

The wood, paper and miscellaneous material group (construction and miscellaneous material, wood and paper products) employed 236,000 at January 1, which it was anticipated could have been increased by 8,200 by March 1, 1946.

In the "minor shortage group" (steel, base metals, chemicals, shipyards, aircraft, miscellaneous industries) employment at January 1 was stated to be 242,000. It was expected that an additional 1,900 could have been employed in this group by March 1, 1946.

"In the primary textiles the skills most frequently mentioned were weavers, spinners, winders and loom-fixers, and in the boot and shoe industry, fitting department operators. In heavy industries where plants are being reconverted to civilian production the need is for tool makers, die and pattern makers, sheet-metal workers and draftsmen. A number of plants in both types of industries stated that the operation of price ceilings made it difficult for them to pay the high wages demanded by labour and still get a normal rate of return on capital."

Equipment and Tools.—"Contrary to what was generally expected, only 49 of the 700 plants reporting stated that their production was being limited by need for equipment or tools. It is quite probable that the number listing this shortage would have been some-

RELATIVE FREQUENCY OF LABOUR SHORTAGES IN INDUSTRY

	Plants Reporting						
	Total	Labour Shortages—Skilled (Sk) Unskilled (U)					
		Number of Plants			Per cent of Total		
		Total	Sk.	U.	Total	Sk.	U.
Primary textiles.....	49	30	25	19	61	51	39
Clothing.....	38	20	18	5	55	47	13
Footwear-Rubber clothing.....	12	6	4	3	50	33	25
Agricultural machinery and equipment..	9	4	4	1	44	44	11
Pulp and paper.....	22	6	6	.....	27	27	.....
Radio and communication.....	7	3	2	1	18	12	6
Industrial equipment, foundries and miscellaneous eng.....	163	28	26	6	17	16	4
Food and tobacco.....	41	5	4	1	12	10	2
Electrical apparatus and instruments....	36	4	2	2	11	6	6
Base metals.....	29	2	1	2	7	4	7
ALL INDUSTRY.....	700	124	105	47	18	15	17

what higher if industry generally felt sure it could obtain adequate supplies of raw materials to increase its production."

Factory Space.—"Of the firms needing additional factory space, the majority wanted to build new plants or enlarge existing ones, rather than rent. Several firms reported that they were already building additions to their plants, others were planning to build when materials and equipment were available. A Montreal firm manufacturing marine valves, stated that to meet the demand for their product they would have to enlarge their factory, but the problem was to find additional land on which to build."

Import and Export Controls of Other Countries.—"Industries most affected by export controls were boot and shoe firms and those engaged in the clothing industries. A number of plants in the latter industry stated that the uncertainty of release of sufficient quantities of wool by the British Wool Control Board made it risky for them to expand existing production facilities. Heavy indus-

tries such as producers of agricultural equipment, alloys, and tools were having difficulties with import controls. Loss of markets through withdrawal of import licences by the British West Indies and high import tariffs in Australia was reported by a Kitchener firm manufacturing farm and industrial equipment. In general, import restrictions in all Sterling areas seemed to be causing some dissatisfaction."

Other Factors.—"Labour unrest and strikes in their own or in their customers' plants were listed by a number of firms in the automobile and other heavy industries as hindering their expansion. Several plants, including two textiles firms in Quebec, said that they could not obtain the necessary labour because of the housing shortages in the vicinity of their plants. Price ceiling was another factor which was frequently listed, particularly by smaller firms, several of which stated that they lacked sufficient capital for expansion because of high costs of labour and materials, and the ceiling prices on their products."

Apprenticeship in Queensland

AMENDMENTS in 1945 in the Queensland Apprentices and Minors Acts, 1929-1934, are reported in the June issue of the *Queensland Industrial Gazette*.

The first Act regulating apprenticeship in Queensland, passed in 1924, put in statute form regulations which had been operating under the Arbitration Court for some time. Under the 1929 revised Act, the State apprenticeship system, one of the first to be established, has been continued with some modifications. An Apprenticeship Executive advises the Minister and drafts regulations such as those fixing rates of pay, committees supervise apprenticeship in particular trades, and advisory committees function for particular localities.

A probationary period of six months instead of three, including 13 weeks training in a technical college, is to be required under the 1945 Act. This technical training is compulsory, unless exemption is granted, and attendance is to be during working hours, the apprentice being paid by his employer at a prescribed rate. If attendance during probation is not possible, this instruction may be taken during the first year.

During his second, third and fourth years, an apprentice must study at a technical school for one full day in every two weeks those subjects selected by the Group Committee for his trade, payment for the time to be at a prescribed rate. In addition, evening instruction of at least two hours a week must be taken during the first year, and four hours a week in succeeding years. Wages are not payable for these hours of instruction unless, because of the nature of his work, he is unable to attend during his own time. For attending less than 80 per cent of the time, he may forfeit his regular increase.

The rates of pay during a five-year apprenticeship are 17½ per cent of a journeyman's rate for the first year, 30 for the second, 45 for the third, 57½ for the fourth and 72½ per cent for the fifth year. For a shorter apprenticeship, the average rate must be at least 44½ per cent of the journeyman's.

Welfare officers with authority to enter and inspect premises are to interview apprentices, examine books, ensure good relations between employer and apprentice, and to see that the trade experience provided by the employer is progressive and co-ordinated with technical college training.

Rehabilitation

Training on the Job for War Veterans

EMPLOYER-RELATIONS sections of the National Employment Service will now assist in locating training-on-the-job opportunities for Canada's veterans. This new arrangement is provided for in a recent agreement between the Canadian Vocational Training branch of the Department of Labour and the National Employment Service. Previously, training-on-the-job opportunities were arranged by Field Officers of Canadian Vocational Training only.

In view of the extensive employer contacts available through the National Employment Service, it was felt that an additional number of training opportunities could be found, with the assistance of the employer-relations sections which work out of the local employment offices.

The Department of Labour has commenced a publicity campaign, designed to familiarize employers with the details of the training-on-the-job plan for veterans. It is expected that this campaign will result in considerable interest among employers, and if visits from representatives of the Employment Service are made as a follow-up to the publicity campaign, many new openings for training on the job campaign will be located.

Under the new arrangement, regional and local representatives of Canadian Vocational Training, and the employer-relations officers of the National Employment Service, will co-ordinate their efforts to explain to the employer the details of the CVT training-on-the-job program. This plan, designed to provide training which will lead into permanent employment, is of benefit to both the employer and the veteran.

The financial arrangement is that the trainee is assessed in relation to the job for which he is training, and that the employer is required to pay wages in accordance with the trainee's earning capacity from the employer's viewpoint. Then the Dominion Government supplements the man's earnings to a maximum of about 80 per cent of the full rate of pay for a qualified workman, so that in this way the veteran who is training on the job will be assured of a reasonable living wage during the period of training.

As heretofore, arrangements for the training of veterans will be made through officials of Canadian Vocational Training after approval is given the applications by the Department of Veterans Affairs. National Employment Service officials will assist in locating the opportunities.

The rehabilitation training program is rapidly moving toward its peak, in so far as

applicants from among the veteran body are concerned. CVT officials have stressed, however, that it is highly important there be an intensification, rather than a decrease, in the development of training openings. At the moment, studies are being made to determine the scope of job opportunities by industry and occupation.

Regarded by many as the most effective form of training, since it leads directly into employment, training on the job under the auspices of CVT is now being given to about 18 per cent of the veteran trainees—the total being just over 36,000 at the end of March, 1946. It is important to industry in this period of reconversion, and to veteran alike, to increase substantially the number of those who are training within industry.

Arrangements are being made to keep NES job placement officials informed of the progress of veterans in training schools, so that jobs may be canvassed for them before they enter the labour market directly. It is expected that the majority of those who train on the job will be retained by the employer with whom they have trained.

The advantages of training on the job, regularly stressed to employers, by CVT and others responsible for rehabilitation training, are twofold. First of all, the facilities for training on the job are ready at hand, so that it is not necessary for new classrooms to be set up, new equipment to be secured, nor instructors to be obtained. The second advantage is that where training on the job is approved, it is only because it would appear that the veteran will be retained by the employer with whom he is training. Thus flexibility and employment prospects both indicate the distinct advantages of this method of training.

Training-on-the-Job Booklet

A six-page folder entitled "Many Veterans are Training on the Job" has been published by the Department of Labour to aid in the expansion of the training-on-the-job program. This publication, which has been prepared with illustrations and outlines a specific plan which employers can follow if they wish to hire a veteran under the training-on-the-job program, has been distributed to employers, trade unions, rehabilitation officials, and other groups. The booklet is sent out together with a "return" card, which when filled out by an employer constitutes a request for a visit from a Department of Labour representative to discuss the details of the training-on-the-job program.

International Labour Organization

Ratification by Canada of Dockers and Statistics Conventions

ON March 2, 1946, the Instruments of Ratification by Canada of the following International Labour Conventions were transmitted to the Secretary-General of the League of Nations for deposit:—

No. 32, concerning the Protection Against Accidents of Workers Employed in Loading or Unloading Ships (Revised, 1932);

No. 63, concerning Statistics of Wages and Hours of Work in the Principal Mining and Manufacturing Industries, including Building and Construction, and in Agriculture, 1938.

As a preliminary to ratification, the two Conventions were approved by both Houses of Parliament during the 1945 Session (L.G., 1946, p. 205). Ratification was then authorized by Orders in Council on February 28, 1946 (P.C. 654 and 655). Registration by the Secretariat of the League of Nations under the Constitution of the International Labour Organization on April 6 completed the necessary procedure and the two Conventions will come into effect in Canada twelve months

after the date on which ratification was registered (April 6, 1947).

Pending an amendment in the ILO Constitution to permit suitable arrangements with the United Nations, following the dissolution of the League of Nations, copies of the Instruments of Ratification of the two Conventions referred to were forwarded to the United Nations as well as to the League of Nations.

Chile Ratifies ILO Convention

The International Labour Office recently announced that Chile had registered its ratification of the convention forbidding the employment of women underground in mines. The convention has been in force since 1937 and had previously been ratified by 24 countries.

This registration brings up to 34 the total number of conventions ratified by Chile and up to 917 the total of ILO conventions ratified to date.

Proposed Amendments to the Constitution of the International Labour Organization

Report of Conference Delegation on Constitutional Questions—Application of Conventions to Federal States

IMPORTANT proposals for amending the Constitution of the International Labour Organization and for improving the machinery of the Organization are contained in the Report of the Conference Delegation on Constitutional Questions. The Delegation, or "Working Party", as it has been called, was appointed by the 27th Session of the International Labour Conference at Paris in November, 1945, "to review all outstanding questions relating to the Constitution and constitutional practice of the International Labour Organization". The Delegation has 12 members, six representing Governments, three employers and three workers. Its chairman is G. Myrddin Evans, Chairman of the Governing Body of the ILO and Deputy Secretary of the British Ministry of Labour and National Service.

The Report has been referred to Governments for their observations with a view to their consideration by the 29th Session of the Conference to be held at Montreal in September.

Certain amendments in the ILO Constitution were made necessary by the impending dissolution of the League of Nations of which the Organization was a semi-autonomous part as provided by the Peace Treaties of 1919. The Paris Conference approved certain urgent amendments: (1) to enable any member of the United Nations to join the ILO; (2) to permit the Organization to make financial arrangements with the United Nations or to make its own; (3) to permit amendments in the Constitution to be made by the ILO itself instead of requiring the approval of members of the League of

Nations Council. These amendments are now in process of being ratified by the member states.

The amendments recommended by the Conference Delegation can be classed under three heads: those consequential upon the dissolution of the League of Nations; those designed to facilitate co-operation with the United Nations; and amendments to define more clearly the obligations imposed on member states and to improve the machinery of the Organization in accordance with the principles and practice developed during the years of its operation since 1919. Recommended, too, was the insertion in the Constitution of the "Declaration of Philadelphia" which was adopted unanimously in 1944 by the International Labour Conference. This declaration asserts the primacy of the social objective in international policy, defining this as the attainment of conditions in which all human beings irrespective of race, creed, or sex have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity.

As regards the League, the Delegation proposes to delete all references in the Constitution to the League or its officials and to transfer the functions performed by the League in part to the Governing Body of the ILO and in part to its Director.

Co-operation with the United Nations

Supplementing the more urgent amendments referred to member states by the Paris Conference with regard to the United Nations, the Delegation recommended that the Director of the ILO should be required to communicate to the Secretary-General of the United Nations for registration, full particulars of all ratifications of International Labour Conventions, acts of denunciation and declarations. It was suggested also that the Constitution should provide for co-operation with public international bodies the members of which are States or Governments and for participation by these organizations in the ILO without the privilege of voting.

Other amendments concerning relations with international organizations may be considered desirable after the negotiations which are contemplated by the Charter of the United Nations for securing close relations between specialized agencies and the United Nations.

Conventions and Recommendations

With a view to securing a wider application of the decisions of the International Labour Conference, the Delegation recommended

several amendments to the Constitution to improve the effectiveness of the system of Conventions and Recommendations.

Article 19 (5) of the present Constitution provides:

5. Each of the Members undertakes that it will, within the period of one year at most from the closing of the Conference, or if it is impossible, owing to exceptional circumstances to do so within the period of one year, then at the earliest practicable moment and in no case later than 18 months from the closing of the session of the Conference bring the Recommendation or draft Convention before the authority or authorities within whose competence the matter lies, for the enactment of legislation or other action.

The "intention of the authors of the Constitution was that the competent authority should normally be the legislature". The Delegation did not consider it necessary to clarify the obligation imposed by Article 19 (5) but it made certain recommendations to ensure that the obligation was carried out. It is proposed to require not only the Director of the ILO but employers' and workers' organizations to be informed by the Government concerned of the measures taken to bring the Convention or Recommendation before the appropriate legislature and of the action taken by the legislature. When no legislative action is taken, the Member State will be required, according to the proposal, to report to the Director concerning its law and practice in regard to the matters dealt with in the Convention or Recommendation, the extent of the effect given to its provisions by various means, including collective agreements, and a statement of the difficulties which are preventing its adoption.

The insertion of certain uniform clauses in Conventions and Recommendations was proposed. One clause suggested to be included in Conventions and Recommendations, is to the effect that the adoption of a Convention or Recommendation would not be deemed to affect existing conditions which are more favourable to the workers. It was recommended, too, that a similar provision should be made in the ILO Constitution. The great importance of ratification of Conventions by high-standard countries was stressed even when such action is unlikely to mean improvement of these countries' standards.

A model clause proposed for inclusion in appropriate Conventions would require laws giving effect to those Conventions to provide for the maintenance of an adequate system of inspection to ensure that the obligation assumed is being carried out. Further, a Convention on labour inspection, it was con-

sidered, should be adopted by the International Labour Conference.

Federal States

Federal countries and their problems with respect to ratification of Conventions received special attention. It has been recognized as desirable that there should be as much reduction as possible in the disparity in obligations between federal and unitary States which has resulted from the provision of the ILO Constitution permitting federal States which have limited power in labour legislation to treat Conventions merely as Recommendations.

At Paris, the Conference Committee on the Application of Conventions recommended that in federal countries, where the Provinces or States have, or share, jurisdiction over labour matters, the Federal Government should make arrangements for the reference to the Provincial or State legislative authorities of those Conventions and Recommendations over whose subject-matter its power is limited, with a view to appropriate action. The Committee recommended, too, that the Federal Government should arrange, with the concurrence of the Governments concerned, for periodical consultation between the Federal and Provincial authorities, in which representatives of workers' and employers' organizations should participate in an appropriate manner, with a view to promoting co-ordinated action to give effect to such Conventions and Recommendations. The Federal Government should also report regularly to the Director of the ILO on the action taken by the Provinces or States to give effect to Conventions and Recommendations.

The Delegation proposed that, before it framed recommendations concerning amendments to the Constitution in regard to federal countries, it should discuss these proposals of the Paris Conference Committee and any others with representatives of federal countries at a meeting to be held at Montreal on May 14, 1946, immediately before the meeting of the Governing Body.

Representation

As regards suggestions that employers and workers should be given equal representation with Governments at the Conference and on the Governing Body, the Delegation con-

sidered that the present proportion of two Government representatives to one of employers and one of workers should not be changed; any reduction in the Government vote would seriously impair the authoritative nature of the decisions made by the Conference. It was, however, recommended that the Governing Body should have two vice-chairmen representing employers and workers, respectively, and that the Conference should have three vice-chairmen representing employers, workers and Governments.

Regional Conferences

The importance of regional conferences was emphasized by the Delegation as they afford opportunity for discussing regional problems and enable the framing of general Conventions in the light of adequate knowledge as to the need for modification because of special circumstances in certain countries.

Other Recommendations

Certain other recommendations are of special interest. It was suggested that when international economic agreements are negotiated, they should contain, where appropriate, provisions to promote the raising and equalizing of labour standards. A special agricultural session of the International Labour Conference in the near future was recommended and committees for salaried and independent workers. Closer relations should be developed with the co-operative movement, in the opinion of the Delegation.

It was pointed out, too, that more adequate national machinery for regular co-operation between the Government and labour and employer organizations in the various countries would be of value in strengthening the practical influence of the International Labour Organization on industrial life.

An amendment proposed in the Constitution would provide for representatives of dependent territories to act as advisers to Conference delegations. Another suggestion was that the Constitution should permit the International Labour Office, subject to the direction of the Governing Body, to assist Governments, at their request, in framing laws and regulations on the basis of the decisions of the Conference and in improving administrative practices and systems of inspection.

American Regional Conference Held in Mexico City

THE third regional Conference of the American members of the International Labour Organization took place in Mexico City, between April 1 and 16. The first such Conference was held at Santiago de Chile in 1936, and the second at Havana, Cuba, in 1939.

Canada was represented by a tri-partite delegation including workers', employers' and Government members.

Matters under discussion included industrial relations, labour inspection, and vocational training. In all some twenty-eight resolutions were adopted, the result of careful study by four committees and a number of sub-committees.

The following is a brief summary of the more important resolutions adopted at the Conference. The official report of the Canadian Government delegates will appear in next month's issue of the LABOUR GAZETTE, together with the texts of the resolutions.

Eleven resolutions were passed on the subject of industrial relations. Three of these dealt with the fundamental principles of a sound system of industrial relations, namely, freedom of association, protection of the right to organize and bargain collectively, and voluntary conciliation and arbitration. Other important decisions in the field of industrial relations which were made the subject of resolutions dealt with the application of collective agreements to all employees in a bargaining unit, the principle of equal wages for equal work, and the maintenance of the highest possible real wage levels.

The subject of an adequate system of labour inspection was carefully studied by the Conference and resulted in a resolution proposing standards by which labour legislation might be more effectively applied by means of improved inspection systems and the educational activity of the inspectors among employers and workers, for better enforcement of legislation.

The Conference devoted much careful thought to the subject of vocational and

technical education and adopted a Resolution aimed at satisfying the immediate and future need for trained workers in industry. The Resolution calls for the provision of opportunities for the more complete development of the skills of young persons of both sexes and to provide trained persons with access to employment opportunities.

The Conference also requested the Governing Body of the International Labour Office to bring to the attention of the Economic and Social Council of United Nations the problem of the industrialization of Latin America and to study the problem in collaboration with other interested organizations. Questions concerning inflation, migration, and the Indian population were also the subject of resolutions asking the Governing Body to initiate further action either by referring the proposals to the countries concerned or by establishing committees of experts to make further studies and report their recommendations to subsequent and early Conferences.

The Canadian delegation to the Mexico Conference was composed of:—

Government Delegates

Dr. H. L. KEENLEYSIDE, Canadian Ambassador to Mexico.

Mr. C. C. EBERTS, Assistant to the Government Delegate, Second Secretary, Canadian Embassy, Mexico.

Advisers to the Government Delegates

Mr. PAUL GOULET, Assistant to the Deputy Minister of Labour, Ottawa.

Mr. J. S. McCULLAGH, Assistant Director of Industrial Relations, Department of Labour, Ottawa.

Employers' Delegate

Mr. C. E. SHUMAKER, Manager of Industrial Relations, Goodyear Tire and Rubber Company, New Toronto.

Workers' Delegate

Mr. J. B. WARD, Chairman, General Conference Committee, Standard Railway Labour Organizations, Montreal.

Retirement of Mr. Adolf Staal

The retirement of Mr. Adolf Staal as Chief of the Workers' Organizations Service of the International Labour Organization took place on April 4, 1946. During his seventeen years of office in this capacity Mr. Staal had served as liaison officer between the ILO and the international and national trade union movement acquainting them with the services

provided by the ILO and acting as a guide to its procedures.

On a number of occasions Mr. Staal has been present at conventions of labour organizations in Canada and has addressed the delegates. He is a native of Holland.

Mr. Staal's successor as chief of the workers' section of the ILO is Mr. Jan Schuil.

Decisions of National War Labour Board

RECENTLY the National War Labour Board issued decisions in the following cases:—

Electrical Contractors, London, Ont., and International Brotherhood of Electrical Workers, Local 120.

Forum Cigar and Delicatessen Company, Limited, Montreal, P.Q.

Guelph Stove Company, Limited, Guelph, Ont., and United Steelworkers of America.

Sifto Salt Company, Limited, Sarnia, Ont., and Local 456, UAW-CIO.

A. W. Kritsch Limited, Ottawa, Ont.

Ottawa Dairy Company, Producers Dairy Limited, Clark Dairy Limited, Central Dairies Limited, and National Union of Stationary and Operating Engineers, Local No. 1.

Grey Goose Bus Lines Limited, and Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division 1374.

Southern Canada Power Company, Limited, and National Catholic Syndicate of Construction Trades Inc.

Western Glove Works Limited, Winnipeg, Man., Hendersons Limited, Winnipeg, Man., and United Garment Workers of America, Local 35.

Dominion Tar and Chemical Company, Limited, Sault Ste. Marie, Ont., and United Steelworkers of America, Local 2251.

Dominion Glass Company, Limited Montreal, P.Q.

Monarch Overall Manufacturing Company, Limited, Selkirk, Man., and United Garment Workers of America, Local 35.

The Procter and Gamble Company of Canada, Limited, Hamilton, Ont.

Canadian Wright Limited and British Aeroplane Engines Limited, Montreal, P.Q.

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 880, Windsor, Ont.

Canadian Johns-Manville Company, Limited, and Syndicat National Catholique de l'Amiante d'Asbestos, Inc.

Re: Electrical Contractors, London, Ont., and International Brotherhood of Electrical Workers, Local 120

Reasons for Decision

This is an application by the Electrical Contractors Association of London, Ontario, by way of appeal from an order of the Regional War Labour Board for Ontario directing the individual members of the said Association to increase the rate of pay for their journeymen electricians from \$1.06 per hour to \$1.10 per hour effective November 9, 1945.

In addition to the written submissions, the Board had the advantage of hearing representatives of the companies involved and Local Union 120, International Brotherhood of Electrical Workers. The Board finds that the rate of \$1.06 per hour is not "low" but is in fact higher than the prevailing rate for journeymen electricians in larger centres throughout Ontario with the exception of Toronto and Windsor. Toronto and Windsor have always had a higher rate than other centres in Ontario. The present rate of \$1.06 per hour is 26 cents higher than the rate paid in the London area in 1939, and repre-

sents a greater increase over the 1939 rates than any other centre in Ontario including both Toronto and Windsor. The prevailing rates show an increase over the 1939 rates in Toronto, 21 cents; in Hamilton, 20 cents; in Windsor, 11 cents; in Ottawa, 16 cents, and in Brantford varying from 11 cents to 21 cents. For these reasons, it cannot be said that any gross inequality or gross injustice exists in the prevailing rates.

Acting on a suggestion that an application would be made to the Ontario Regional War Labour Board for an increase in wages the appellant contractors on March 26, 1945, wrote the Regional Board outlining their position. However, the application for an increase was not made to the Regional Board until October 4, 1945 and the Regional Board for Ontario proceeded with the application without sending either a copy of the application to the employers or giving the employers an opportunity to be heard.

The first notice of such application received by the employer contractors was a copy of

the Finding and Direction. In all such cases, interested parties should be notified and given an opportunity to be heard or make a submission and this not having been done the present order cannot stand.

The appeal will be allowed and the order of the Regional Board for Ontario dated November 9, 1945, will be set aside. Finding and Direction will issue accordingly.

April 6, 1946.

Re: Forum Cigar and Delicatessen Co., Ltd., Montreal, P.Q.

Reasons for Decision

The Forum Cigar and Delicatessen Co., Ltd., applied on November 14, 1945, to the Quebec Regional War Labour Board for an increase of the salary of its president and general manager from \$223.33 per month to \$249.18 per month effective from February 1, 1942. By its order dated December 11, 1945, the Regional Board allowed the application and increased the salary of its president and general manager from \$223.33 to \$249.18 per month, but effective from November 14, 1945, the date of the application. From that part of the order fixing the effective date the com-

pany appeals to this Board for an order that the effective date be February 1, 1942.

It has long been the established practice of this Board to make its orders effective from the date of application unless some good reason is shown to warrant an earlier effective date. The Regional War Labour Board for Quebec has quite properly followed this practice in the present application and no good reason having been shown for an earlier effective date the company's appeal will be dismissed.

Finding and Direction will issue accordingly.

April 8, 1946.

Re: Guelph Stove Company, Limited, Guelph, Ont., and United Steelworkers of America

Reasons for Decision

By its order dated January 12, 1946, the Regional Board for Ontario directed the Guelph Stove Company, Limited.

- (1) to increase its basic labour rates from 50 cents to 55 cents per hour retroactive to March 12, 1945.
- (2) to maintain all other wage rates without change.
- (3) to pay a premium rate of time and a half after 50 hours per week retroactive to March 12, 1945, and refused the Union's request for an off-shift bonus.

Leave to appeal from this order was granted to both the Company and the Union by the Regional Board.

The Company has appealed from that part of the order directing it to increase its basic labour rate from 50 to 55 cents per hour and establishing a premium rate for overtime.

The Union has entered a cross-appeal and asks this Board:

- (a) to establish a basic labour rate of 60 cents per hour.
- (b) to establish a premium rate for overtime after 45 hours.
- (c) to establish an off-shift bonus.
- (d) to establish a 45-hour week.

At the Hearing, the Union abandoned its request for a 45-hour week and amended its notice of appeal to provide for the premium rate for overtime after 48 hours in place of 45 hours.

There are 300 employees represented by the Union on this application. While the basic labour rate is 50 cents per hour, there are

only six persons employed by the Company at this rate; 14 persons are employed at 52 cents, and 35 persons at 54 cents per hour. It is apparent, therefore, that only 55 persons out of the total of 300 will be beneficially affected in varying degrees by the order appealed from. Both the Company and the Union agree that the entire wage structure depends upon the basic labour rate, and it is therefore difficult to understand why the Regional Board would direct the Company to maintain all other wage rates without change.

In making the said order, the Regional Board undoubtedly thought they were correcting an injustice, but in so doing, the Regional Board has either eliminated or narrowed the differentials that mark the different gradations of employment which cannot be regarded as fair and reasonable insofar as the great majority of the employees is concerned. The Board expresses no opinion as to what is a proper labour rate in this enterprise, but does agree that the entire wage structure depends upon the basic labour rate when established.

It transpired at the hearing that negotiations between the Company and the Union were interrupted by the original application to the Regional Board, and also, that so soon as this appeal is disposed of both parties intend to re-open negotiations. The Board considers this most desirable and expresses the hope that these negotiations will be opened without undue delay. The appeal will be allowed and that part of the said order

fixing the basic labour rate at 55 cents per hour will be set aside and that part of the said order dealing with premium rates for overtime will be varied by fixing April 28, 1945 (the date of application) as the effective date.

The order of the Regional Board with respect to off-shift differentials will not be disturbed

and the Board would point out that under P.C. 9384 as amended by P.C. 348, Section 25, sub-section (1) (c) the question of (off-shift differentials) is a matter for negotiation between the parties.

Finding and Direction will issue accordingly.

April 11, 1946.

Re: Sifto Salt Company, Limited, Sarnia, Ont., and Local 456, U.A.W.-C.I.O.

Reasons for Decision

The Union Local 456, UAW-CIO representing the employees of Sifto Salt Company Limited of Sarnia, Ontario, applied to the Regional War Labour Board for Ontario, among other things, for an off-shift differential of 5 cents per hour which was refused by the Regional Board. Leave to appeal was granted by the Regional Board and the hearing before this Board on the said appeal was limited to the single question of the off-shift differential.

The Regional Board, however, granted an increase to certain classifications particularized in the Board's order. The Company desiring to appeal from this part of the Regional Board's order, was late in its application to the Regional Board for leave to appeal and now comes to this Board for leave to appeal which was heard by this Board as a cross-appeal.

The payment of an off-shift differential has never been a practice in this industry. Workmen entering the employ of this Company know this and also know the plant operates 24 hours a day and that the employees rotate on the various shifts. It has never been the practice of this Board to impose such a con-

dition in the absence of agreement and the Board is confirmed in that practice, in that under the amended Wartime Wages Control Order, off-shift differentials are a matter for collective bargaining.

The Board has carefully examined the rate schedule directed by the Regional Board and cannot find that in so directing the Regional Board acted on any wrong principle.

For example, the rates ordered by the Regional Board for second, third, and fourth class engineers approximate the average rates paid throughout Ontario according to the company's own figures.

It transpired at the Hearing that since November 1, 1945, the Company had been paying Truck Drivers 68 cents and Helpers 65 cents per hour. These rates are slightly higher than those fixed in the order of the Regional Board which will be amended by striking out the rates for "Truck Drivers" and "Truck Driver's Helpers" contained in the said order and substituting therefor 68 cents and 65 cents respectively.

In all other respects both the appeal and cross-appeal will be dismissed. Finding and Direction will issue accordingly.

April 13, 1946.

Re: A. W. Kritsch Limited, Ottawa, Ont.

Reasons for Decision

In August, 1945 the Regional War Labour Board for Ontario obtained certain information which caused it to believe that the Company had, without authority, increased wage rates of certain employees and further that it had increased the amounts of certain voluntary bonuses. Upon the request of the Regional Board, the Company furnished information which that Board considered as confirmation of the Board's belief concerning the increases.

In and by its decision of October 31, 1945, the Regional Board approved the wage increases but declined to approve the payment of the bonus. The Company asked the Regional Board for leave to appeal from that part of its decision concerning the bonus, but

leave was refused. The case now comes before us as an application for leave to appeal and, if leave is granted, as an appeal.

The Regional Board held that the Company's bonus plan is one contemplated by Section 26 of Wartime Wages Control Order, 1943. In other words, the Regional Board held that the plan is a voluntary periodical bonus which, according to that Section, may be continued or discontinued as the employer sees fit, but if continued, the yearly rate of payment must not exceed the *rate* of payment established by practice of the year ending November 15, 1941. The effect of the Regional Board's decision is to tell the Company that it must not pay an employee in any occupational classification an *amount* which is greater than the *amount* which an

employee in the same occupational classification received during the 12-month period ending November 15, 1941.

The principal contention of the Company in its submissions before this Board is that, even assuming the payments to be that of voluntary bonus, it is the *rate* of payment and not the *amount* of payment which should govern. The Company further says that the yearly rate of payment in the years 1942 and 1944, inclusive, did not exceed the rate of payment made during the base year 1941.

The Company was incorporated in 1930. The evidence before this Board shows that, excepting for two years, the Company has paid a bonus to the employees concerned. Such bonus was paid out of a fund established by taking a percentage of the annual net profits of the Company. The percentage varied from year to year. In 1941 the bonus fund represented 17.7 per cent of the Company's net profits for that year. The Company accordingly has the right to continue

to use not more than 17.7 per cent of the net profits of succeeding years for the bonus fund. Upon the creation of the fund the Company stands in the position of trustee in respect of that fund, and the responsibilities to be discharged is in seeing to it that the amount of the fund is paid to the employees in those same occupational classifications as were the employees who benefited in 1941.

The evidence also shows the amount paid as and by way of bonus to each employee concerned in 1941. Each such amount represents a certain percentage of the whole fund for that year. For the purposes of Section 26 that certain percentage shall be deemed to be the rate at which the employee may be paid from the funds established in succeeding years.

The application for leave to appeal is granted and the appeal is allowed. There will be a Finding and Direction issued accordingly.

April 17, 1946.

Re: Ottawa Dairy Company, Producers Dairy Limited, Clark Dairy Limited, Central Dairies Limited and National Union of Stationary and Operating Engineers, Local No. 1

Supplementary Reasons for Decision

In our Decision dated October 29, 1945, we varied certain Findings and Directions of the Regional War Labour Board for Ontario as the same concerned the above parties, and directed the employers concerned to pay to employees in the hereinafter named occupational classifications the rates shown opposite such classifications, respectively, as follows:

Operating Engineer—2nd Class	80c per hour
—3rd Class	75c
—4th Class	70c
Fireman	65c

The Union requested us to reconsider that decision and to establish rates for firemen holding engineer's certificates. The employers concerned, namely Ottawa Dairy Company and Producers Dairy Limited, were advised of the request for reconsideration whereupon the said

companies and the Union entered into negotiations on the matter in question.

As a result of those negotiations the parties reached a settlement. The terms of settlement are contained in an agreement in writing, dated April 15, 1945, now filed with us. In and by that agreement we are asked to approve the following classifications and rates therefor:

Firemen (holding 3rd Class certificate)	70c per hour
Firemen (holding 4th Class certificate)	67c per hour

We approve the request and authorize the said companies to establish the classifications last above mentioned, and with effect from September 1, 1945 to pay the rates requested for such classifications.

April 18, 1946.

Re: Grey Goose Bus Lines Limited, and Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division 1374

Reasons for Decision

By its Finding and Direction dated December 19, 1945 the Manitoba Regional Board directed Grey Goose Bus Lines, Ltd., inter alia:

1. To pay its bus drivers and spare drivers guaranteed monthly earnings in respect of regular time (overtime to be paid in addition as hereinafter specified) on the following scale:

Class:

- A —\$140.00 per month for the first 3 months of service or such longer period as is needed to drive 15,000 miles.
- A —\$150.00 per month for balance of period after qualifying for A-1 grading.
- A-1 \$160.00 per month.
- A-2 \$170.00 per month.
- A-3 \$180.00 per month.
- A-4 \$190.00 per month.

Where an employee is absent from duty for his own reason or because of suspension for sufficient cause duly established upon enquiry, monthly guarantee shall be reduced pro rata. If a driver is suspended by reason of any complaint but the charge is not proven this shall not operate by way of reduction.

Spare Drivers shall qualify for increments on the basic mileage scale, and with similar minimum guaranteed monthly earnings.

To pay one and one-half times the regular mileage rates for all work done on *Sundays* and on the six Statutory Holidays presently recognized by the Dominion Government for observance in Wartime.

From that part of the said Finding and Direction above referred to, the Company appeals to this Board. Leave to do so, was granted by the Manitoba Regional Board.

With respect to wages, it will be noted that the Union's application requested mileage rates varying from 3 to 4.25 cents per mile. In answer to this request and for the purpose of wage stabilization, the Manitoba Board adopted the mileage rates paid by the Western Canadian Greyhound Lines, Limited, which Company operates extensively in Manitoba. In addition to these rates and for the acknowledged purpose of giving the said employees "security" the Regional Board set up a series of guaranteed monthly payments for each class of employee which it directed the Company to pay.

This method was not requested by either the Union or the Company and is a new condition of employment in the Industry. However meritorious the objective may be and with very great deference it seems to this Board that the imposition of such a condition upon one branch of the Industry is contrary to the principle of the Wartime Wages Control Order, i.e., wage stabilization. Likewise it destroys that uniformity in the wage structure of the Industry which was the impelling motive of the Manitoba Board in making the mileage rates conform to those paid by the Western Canadian Greyhound Lines, Limited.

The "spare driver" is on call and that fact puts him in a different position than the regular employee. In his case, the principle of a guaranteed monthly payment was recognized by this Board on the application of the Western Canadian Greyhound Lines, Limited.

In the absence of agreement between the parties, it has never been the practice of this Board to direct either guaranteed payments or guaranteed hours of work.

In its memorandum of October 10, 1945, the Manitoba Board used this language:

Sundays and Statutory Holidays—It must be recognized that the exigencies of the service require a schedule on these days; also keep in mind that the employment is essentially piece-work in type—no work, no pay.

The principle therein stated is not limited to Sundays and holidays and again with very great deference we hold the view that the imposition of monthly minimum rates would be contrary to the principle so well stated by the Manitoba Board in the foregoing excerpt. The wage structure of the industry is built up on a mileage basis, i.e., piece-work and that basis was known to and accepted by each employee of the Company when entering its employ. (It was never contemplated by the Wartime Wages Control Order that the War Labour Boards should function either as "Security Boards" or "Minimum Wage Boards".)

It is also an established practice common to all units of the transportation industry that employees lay off between scheduled runs and likewise at the end of the runs, for varying periods, before returning to their base. It was also urged that the Company set its schedules "in its own best interests" and inferentially without regard to the interests of its employees. However, in this regard the Company is not a "free agent". It must operate the routes for which it is licensed as directed by the Manitoba Public Utilities' Board and to suit the convenience of the travelling public.

The Industry necessarily operates seven days a week, and in this respect, is no different than any other transportation company. The principle of premium rates for work done on Sundays and holidays has never been recognized in the Industry, and again it seems to this Board, with great deference that the imposition of premium rates upon one branch of the Industry would be contrary to the principle of the Wartime Wages Control Order. The Company provides for one day's rest in seven as required by law. We have not overlooked the suggestion that the work on Sundays and holidays is greater due to heavy traffic, but this is not a new condition, and in any event, will be counter-balanced by lighter work in the middle of the week when traffic isn't so heavy.

The Finding and Direction also provides for premium rates for hours worked in excess of 10 per day and 54 per week which only means that the premium rates are to apply if work in excess of the stipulated hours can be lawfully done. It is hardly necessary to add that the Company will have to obey the law of Manitoba in this regard.

The appeal will be allowed and those parts of the Regional Board's order dealing with minimum monthly wages and premium rates for work done on Sundays and holidays will be revoked with the exception of "spare drivers" for which there will be substituted

the same guarantee as authorized by this Board on the application of Western Canadian Greyhound Lines, Limited.

Finding and Direction will issue accordingly.

April 23, 1946.

Re: Southern Canada Power Company, Limited, and National Catholic Syndicate of Construction Trades Inc.

Reasons for Decision

This case comes before the National War Labour Board as an application by the Company for leave to appeal and, if leave is granted, as an appeal from a Finding and Direction of the Regional War Labour Board for Quebec, dated October 23, 1945.

The Syndicate's application to the Regional Board was in respect of the occupational classifications of "Linemen", "Linemen Helpers", "Groundcrew Men" and "Operators". The Regional Board, by its said Finding and Direction, directed the Company to increase by 10 per cent the actual rates of pay for the men employed in these occupational classifications.

The Company contends that the rates paid by it at the present time compare favourably with the wage rates paid by municipalities supplying electrical service and by rural telephone system organizations. It is also alleged that there is no gross inequality or gross injustice which requires rectification. This

Board has made careful comparison with the wage rates generally prevailing for similar occupational classifications in comparable areas, as a result of which it becomes manifest that the 10 per cent increase granted by the Regional Board places the wage rates concerned of the appellant Company within the rates or range of rates paid by the other organizations with which comparison has been made. Indeed, based upon such comparison, it appears to be evident that a gross inequality or gross injustice does exist which requires rectification. The Regional Board appears to have exercised its discretion in a reasonable manner, and there does not appear to be any reason why this Board should interfere with the decision of the Regional Board.

In the circumstances, therefore, the appellant's application for leave to appeal is allowed, but the appeal is dismissed. There will be a Finding and Direction issued accordingly.

April 27, 1946.

Re: Western Glove Works Limited, Winnipeg, Man., Hendersons Limited, Winnipeg, Man., and United Garment Workers of America, Local 35

Reasons for Decision

The Union applied to the Regional War Labour Board for Manitoba for an order directing the Companies to increase their piece work rates by fifteen per cent. The Regional Board, by its decision November 17, 1945, directed the Companies to continue existing piece work rates and, effective January 1, 1946, to add thereto the sum of five cents for each hour worked by each employee. With leave of the Regional Board the Companies appeal from that decision.

During the hearing before this Board, as well as before the Regional Board, statements were made touching upon the history of the industry of which the Companies form part, in the Greater Winnipeg area. It is deemed advisable to refer to some of those statements which are not in dispute.

In 1936 the several firms in the industry, in the said area, formed an employer organization called "Garment Manufacturers' Association of Western Canada". In 1937 the

Association, representing the firms, entered into a master wage agreement with the Union which then represented all the employees of those firms. The basis for the master agreement appears to have been a schedule of piece work rates adopted in 1934 by employers and unions in the same industry in the United States. Each year following 1937 and at least until 1944, the parties negotiated and concluded those negotiations with a master agreement which settled the piece work rates to be paid. Except for a brief period in 1941 it was never a condition of employment that the workers in question should be paid on any other basis than piece work.

In 1944 the Amalgamated Clothing Workers' Union became the bargaining representative of the employees of twenty-two of the Association's members. In 1945 the Amalgamated negotiated an agreement with the Association, which agreement provided for an increase of five per cent in the piece work rates for the employees they represented. The agreement was approved by the Regional Board, with

effect from August 1, 1945. Later the United Garment Workers made the application which led to the decision now under appeal. Incidentally, the application concerned the Monarch Overall Company in respect of its plant at Selkirk, Manitoba, as well as the appellants herein.

The appellants say that when they were before the Regional Board they offered to grant their employees the same increase in piece work rates and with the same retro-active effect as the Regional Board approved following the application of Amalgamated concerning the employees of the other twenty-two members of the Association. That offer was renewed before this Board.

The Regional Board's decision, in this case, was made at the time when wage increases might be authorized or directed to rectify gross injustices or inequalities. During that time and in order that a gross injustice or inequality might be detected in wage rates for an occupational classification in any establishment, war labour boards, in practice, resorted to comparisons with rates being paid to the same occupational classification in other establishments in the same industry. Again in practice, the comparisons were limited to the area where the establishment was located. No reasons were advanced to indicate why

that practice should not be followed in this case.

Prior to August 5, 1945, a uniform system of piece work rates was in effect in all the establishments of the members of the Association. It was the only means used to remunerate the workers in those establishments. On August 5 the Regional Board authorized an increase of five per cent in the piece work rates of approximately 1300 employees in 22 of those plants. That authorization provided the 200, more or less, employees of the appellants and of Monarch Overall, at Selkirk, with grounds to support the claim that a gross inequality existed in respect of their piece work rates. That inequality will be fully and adequately rectified by increasing their piece work rates by five per cent with effect from August 5, 1945.

The appeal is allowed. There will be a Finding and Direction to provide formal effect to the foregoing.

This decision is not to be taken to mean that the parties concerned are precluded from negotiating further on the question of piece work rates or from making further application to the Regional Board, which application will be considered by that Board in the light of evidence adduced in support of the application.

April 30, 1946.

Re: Dominion Tar and Chemical Company, Limited, Sault Ste. Marie, Ont., and United Steelworkers of America, Local 2251

Reasons for Decision

The Union applied to the Regional War Labour Board for Ontario for an order directing the Company to increase wage rates of all hourly rated employees by 4½ cents per hour. The Regional Board, by its decision dated January 21, 1946, directed the Company to increase the rates of labourers from 60 cents to 62½ cents per hour, but dismissed the Union's application on all other issues. The Regional Board granted both parties leave to appeal. The Company's brief on appeal was filed with this Board before that of the Union. We, therefore, treat the Company's plea as the appeal and the Union's plea as a cross-appeal.

The Regional Board decided this case under Wartime Wages Control Order 1943 before the Order was amended by P.C. 348. In order to succeed the applicant was, therefore, obliged to prove to the satisfaction of the Regional Board that a gross injustice or inequality existed in the wage rates existing at the time of the application. The Regional Board decided that the Union failed to provide such proof except in the case of the occupational classification of labourer where the application was granted in part.

The Company contends that the 2½ cents increase to labourers disturbs the differentials in its wage schedule and that inasmuch as the Regional Board found that no inequality or injustice existed in respect of the wage rates for other classifications, it was not proper to find that an inequality or injustice existed in the labourer's rates. The Union, in effect, agrees that the increase granted does in fact disturb the differential and accordingly asks this Board to direct increases for the other classifications. In addition, the Union pursues its request for the 4½ cents increase for all employees.

The Union, in its argument, lays much stress on the fact that the Regional Board had directed 64½ cents as the rate for labourers in other industries in Sault Ste. Marie. That argument is not, by itself, sufficient to justify the increase in this case. There are, however, other factors which should be taken into account. In this connection it should be noted that as of the basic period (November 15, 1941) labourers' rates in the Company's plant were the same as those in at least the largest plant in the locality where the labourers' rates are now 64½ cents per hour. Nor

should we be unmindful of the fact that the Company on a previous occasion asked the Regional Board for permission to pay the last mentioned rate. The request on that occasion was rejected. We are entitled to assume, and do assume, that the Company, at the time it made the request, must have recognized the existence of a gross inequality in their rates.

With much respect we are of the opinion that the Union has made out a case in support of its application concerning labourers' rates. Wage rates for other occupational classifica-

tions in the plant in question should be increased but only to the extent that the newly established rates shall exceed the November 15, 1941, wage rates for those classifications, by the same amount as the newly established labourers' rate exceeds the labourers' rate in effect on November 15, 1941.

The appeal is dismissed and the cross-appeal is allowed to the extent above indicated. There will be a Finding and Direction accordingly.

May 2, 1946.

Re: Dominion Glass Company, Limited, Montreal, P.Q.

Reasons for Decision

The Company applied to the Regional War Labour Board for Manitoba for permission to increase the salary of its "Divisional Salesman" at Winnipeg. The current salary of the incumbent in that position exceeds \$250 per month. The Regional Board found that the duties and responsibilities assumed by the employee in question are such as to require the Board to declare him to be above the rank of foreman and subject to Wartime Salaries Order, P.C. 1549.

From that Finding the Company appeals with leave of the Regional Board.

We note from the material on hand that the Divisional Salesman represents the Company in Manitoba and in that part of Ontario extending easterly from the Manitoba boundary to and including Port Arthur and Fort William. It is said that he holds a power of attorney from the Company and that power of attorney invests him with considerable administrative discretion. We have come to the conclusion that the Regional Board's decision in this case should not be disturbed and the appeal will, therefore, be dismissed.

May 1, 1946.

Re: Monarch Overall Manufacturing Co., Ltd., Selkirk, Man., and United Garment Workers of America, Local 35

Reasons for Decision

In this case, the Regional War Labour Board for Manitoba, by its decision November 16, 1945, directed the Company to continue existing piece work rates and, effective January 1, 1946, to add thereto the sum of five (5c.) cents for each hour worked by each employee. With leave of the Regional Board the Company appeals from that decision.

The argument on appeal took place on the same date as we heard arguments in Western

Glove Works Limited and Hendersons Limited, appeal. We find that the facts in this case are the same as those in the Western Glove and Hendersons case and we have come to the conclusion that the appeal herein should be allowed for the same reasons as those expressed in our Reasons for Decision, April 30, 1946.

There will be a Finding and Direction accordingly.

May 2, 1946.

Re: The Procter and Gamble Company of Canada, Limited, Hamilton, Ont.

Reasons for Decision

With leave of the Regional War Labour Board for Ontario the Company appeals from a decision of that Board which dismissed the Company's application for permission to increase wage rates of its hourly rated employees. The increases, for which approval is sought, are 2c. an hour for female employees and 2½c. to 5c. an hour for male employees.

The main argument in support of the appeal is based on the changes which have taken place since June 1939, in wage rates for employees in several establishments, including

that of the Company, in the Hamilton area. The Company provided us with statements showing what those wage rates were in 1939 and in September 1945. The statements indicate that whereas a sizeable differential existed in favour of the Company's rates over those in the other said establishments in 1939, that differential had all but disappeared by September 1945. The Company contends that the diminution of the differential has the effect of creating a gross injustice in the existing wage rates of its employees. It is our view that an increase in wage rates in

one establishment does not create a gross injustice or inequality in the wage rates in another establishment as long as the increased rates do not exceed those in effect in that other establishment.

As an alternative to its main argument the Company submits that a gross injustice in the wage rates of its employees exists by reason of the fact that its chief competitors pay higher wages. We have analysed the rate schedules of those competitors and of the Company. It is difficult to relate some of the occupational classifications in one plant with those of the other plants. There are however, several classifications common to all plants which

enable us to determine, with a reasonable degree of accuracy, the general levels of wage rates now in effect in those plants. The analysis made confirms the Company's contention. Moreover greater force is given the Company's claim when we take into account the wage incentive plans and production bonuses in effect in the plants of the Company and of the competitors.

We have come to the conclusion that the increases requested are justified and we allow the appeal. This Board's Finding and Direction will approve the Company's application with effect from January 1, 1946.

May 2, 1946.

**Re: Canadian Wright Limited and British Aeroplane Engines Ltd.,
Montreal, P.Q.**

Reasons for Decision

In August, 1942 the Companies obtained from the Regional War Labour Board for Quebec permission to pay a premium rate to their weekly, semi-monthly and monthly rated office and non-production employees for time worked by them in excess of the standard work week established for those employees.

In January of this year the Companies requested the Regional Board to permit them to discontinue payment of overtime to those employees. The Regional Board, by its decision of February 12, 1946, declined to authorize the Companies to discontinue the term of employment in question. The matter now comes before us by way of appeal from that decision.

In their brief on appeal the Companies contend that it is not the prevailing practice of industrial and commercial firms in the

Montreal area to pay premium rates for overtime worked by employees such as those concerned in this appeal. If this is so, and we have no reason to doubt the contention, it does seem strange to us that the Companies asked for the authority to pay in the first instance, and further, that the Regional Board granted the authority. However, that term of employment was in effect when Wartime Wages Control Order 1943 came into effect and has been ever since.

A War Labour Board has no power under the said Order to authorize or direct an employer to alter a term of employment such as the one concerned in this appeal if such an alteration might, and as in this case would, have the effect of reducing directly or indirectly the wage rates of employees. We have no alternative but to dismiss the appeal.

April 5, 1946.

**Re: International Brotherhood of Teamsters, Chauffeurs, Warehousemen
and Helpers of America, Local 880, Windsor, Ont.**

Reasons for Decision

The applicant the Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880 of Windsor, Ontario, represents "dockmen, warehousemen and drivers" presently employed at Windsor, Ontario, by the following companies:—

Joe Maroon Cartage, Direct-Winters Transport, C. Hinton & Company Limited, International Cartage Limited, Inter-City Forwarders Limited, E. W. Lancaster Company Limited, Martin Transports Limited, Morrice Cartage Company, and Western Freight Lines Limited.

The applicant is the bargaining representative of the said employees and as such has an agreement with the said companies.

The men represented by the union are engaged in pick-up deliveries in the City of Windsor and at times have to make deliveries or pick up loads in the City of Detroit. When employed in the City of Detroit, these men are paid the scale of wages applicable to similar occupations in the City of Detroit.

The several occupations of "drivers, dockmen, and warehousemen" are interchangeable and practically all of these employees at sometime or other get an opportunity to earn the higher wages payable in Detroit, although in varying degrees.

The Companies sought to make a comparison with rates payable to truck drivers operating on the highways and urged that any increase granted to this group of employees would be

reflected throughout the entire trucking industry. These employees operate exclusively in the City of Windsor and the neighbouring City of Detroit and therefore such a comparison would not be fair.

After examining the rates paid to occupational classifications of a similar character in the City of Windsor, the Board is of the opinion that the rates paid to the employees covered by this application are low. On behalf of these employees the Union gave evidence of rates paid in what might be regarded as specialized employment, and for that reason, such a comparison was not favourably considered by the Board. The Board is of the opinion, that it would be more proper to take as a standard the rates paid by other companies doing similar work. In some cases, the employees of these other companies in addition to higher wages have advantages such as holidays with pay, and sick and pension benefits, as well as a regulated day. The employees in question work an irregular day and are under constant supervision.

For these reasons, the Board directs the companies in question to pay their employees who are members of the applicant union and whose employment is limited to the City of Windsor and the immediate neighbourhood in the occupational classification of "truck drivers, dockmen, and warehousemen" for the first year of employment in the Company at the rate of 65 cents per hour, and thereafter 70 cents per hour, effective on the date of application.

The companies pleaded inability to pay, but the statements submitted are not in accordance with sub-section 2 of section 20 of the Wartime Wages Control Order. The statement submitted, represented the consolidated receipts and disbursements of the eight companies operating throughout the

Province of Ontario, and no evidence was offered as to the financial position of any individual company involved in this application.

The Union also applied for a 48-hour week, time and a half for overtime, one week's vacation with pay, free life insurance, and free hospitalization. The Board does not propose making any order on these issues because it was not shown that they were in general use by the industry on the basic date, November 15, 1941. These issues will therefore be left for negotiation between the Union and the Companies concerned.

There will be a Finding and Direction accordingly, which will exclude Western Freight Lines Limited as this Company operates exclusively in Canada and is therefore a regional employer.

April 12, 1946.

Amended Reasons for Decision

An application was originally made to the Regional War Labour Board for Ontario in February, 1945, and sometime later it was discovered that the companies involved were National employers. For this reason, the file was transferred to this Board in July of 1945 following which both parties were responsible for the ensuing delay by virtue of which the material was not ready for hearing until November 30, 1945.

In our Reasons for Decision "the date of application" was made the effective date. Because of the foregoing facts, it is difficult to determine what was the date of application, and this Board therefore fixes November 30, 1945 as the effective date, being the date on which the question between the parties was first at issue.

April 15, 1946.

Re: Canadian Johns-Manville Company Limited and Syndicat National Catholique de l'Amiante d'Asbestos, Inc.

Reasons for Decision

This is an application made jointly by Canadian Johns-Manville Company Limited and Syndicat National Catholique de l'Amiante d'Asbestos, Inc., for an increase of ten per cent in wage rates of hourly-rated employees represented by the Syndicat but which in the material submitted to the National War Labour Board is expressed for particular classifications as a wage increase in cents per hour. The application followed negotiations undertaken between the parties as the result of which a two-year collective agreement has been concluded subject only to approval by the National Board of the

proposed schedule of wage rates and as to overtime conditions.

The National Board in its Reasons for Decision issued April 13, 1944 on a previous application made under the then governing provisions of P.C. 9384, stated, in effect, that no evidence had been produced to it in respect of the mining of asbestos which would enable it to properly compare the Company's classifications with those of other employers engaged in other types of mining and that consequently no "gross inequality" had been shown. The Board did find, however, that there was "gross injustice" and said that "the ends of justice will be served presently" by

ordering an increase of four cents per hour. The Board also recommended to the parties that they should undertake a job evaluation for the purpose of arriving at rates for each classification included in the schedule which would have proper relationship one to the other in accordance with the varying factors and elements entering into their respective job contents. This job evaluation was undertaken and on joint application the National Board subsequently approved the results.

The Syndicat made a further application in 1945 requesting an additional general increase and for certain other matters, but this Board denied in Reasons for Decision dated October 30, 1945, on the principal ground that no new evidence or argument was submitted with the application which would justify at that time further increase beyond that awarded by the Board's decision of April 13, 1944.

The parties went into negotiation and the present joint application dated February 21, 1946 is the result.

It has not been shown and in fact the brief in support of the present application does not attempt to argue that existing wage rates are low by comparison with those paid by employers engaged in other types of mining but the parties did plead that the general increase now requested was necessary to completely extinguish the condition of "gross injustice".

No comparative wage data having been presented, the Board's powers to deal with the application are restricted to those contained in that part of Section 20(1) (a) of P.C. 9384 which reads as follows:

or may authorize an employer to vary a single rate or the rates of a range on such other basis and to such extent as in the opinion of the National Board is reasonable in the circumstances and consistent with the maintenance of existing prices of the goods and services which the employer sells;

In their written submissions and at the hearing, the parties have contended that their request is "reasonable in the circumstances" in that the Company is radically changing its methods of mining which eventually will replace their present quarry-type operations, that they are increasing their mill capacities and changing their operating techniques and making other improvements calling for greater efficiency and increased volume from existing

production units and that consequently demands on labour are becoming increasingly more exacting and that the requested wage increase would remove any remaining "present" injustice.

In further support of the application, the Company gives its assurance that the proposed wage increases could presently be absorbed without corresponding increase in their existing product prices and that furthermore after the series of applications above referred to and long drawn-out negotiations, the signing of a collective agreement over a two-year period on a mutually satisfactory basis would stabilize labour conditions and so would improve efficiency.

Statements were made to the Board at the hearing that the unit productive efficiency had already improved and after careful examination of all the factors involved the National Board is satisfied that a base rate of 58 cents per hour as requested is justified with corresponding increases for other classifications as proposed by the application including increases for Apprentices and Boys (factory).

Approval will also be given to the change in overtime conditions from the present practice of paying overtime for hours worked after 48 hours per week to the proposed new condition which provides for the payment of overtime at the rate of time and one half time's rate for work required to be performed after eight hours of work per day.

The application asks a period of retroactivity from January 1, 1946. In view of the fact that Order in Council P.C. 348 amending P.C. 9384 only became effective on February 15, 1946 by which amendment the Board was first given power to approve an application upon such basis as that contained in the application of the parties herein, the Board must reserve its decision on the question of retroactivity beyond February 15, 1946 for further consideration. In the meantime, however, and in order that the new wage scale may be put into effect as soon as possible, the Board will authorize Canadian Johns-Manville Company Limited to make effective wage rates as proposed by the joint application as from February 15, 1946.

Interim Finding and Direction will issue accordingly.

April 18, 1946.

Industrial Disputes and Conciliation

Introduction

THE *Industrial Disputes and Conciliation* section contains monthly articles dealing with proceedings under the National Wartime Labour Relations Regulations and with proceedings under the Conciliation and Labour Act and other legislation.

Under the Wartime Labour Relations Regulations, P.C. 1003, the Government has extended its jurisdiction over employer-employee relations which are normally exclusively within the provincial field to the extent considered necessary to cover adequately employers and employees in industries "essential to the efficient prosecution of the war", but without attempting to include other industry which has not a direct bearing on war production. In so far as these latter industries are concerned, each province can make its own decision as to whether or not they shall be brought under the Regulations.

Agreements have been made under the Regulations between the Dominion and every

province except Alberta and Prince Edward Island providing for the setting up of provincial agencies for the administration of the Regulations.

The work of the Wartime Labour Relations Board (National) is here described in two separate articles. The first deals with applications made by unions for certification and their disposition by the Board; the second describes conciliation proceedings under the Regulations and includes the reports of Boards of Conciliation.

Conciliation proceedings are also carried on by the Industrial Relations Branch of the Department of Labour under the provisions of the Conciliation and Labour Act which empowers the Minister to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together, and to appoint a conciliator or an arbitrator when requested by the parties concerned; and under P.C. 4020.

Applications for Certification Under the Wartime Labour Relations Regulations

THE Wartime Labour Relations Board (National) met for five days during the month of April. During this period the Board received ten applications, held six hearings, issued six certificates designating bargaining representatives, rejected one application, gave decisions in five appeal cases, and established a Grievance Procedure in one case.

Certificates Issued

Six applications for the certification of bargaining representatives were approved by the Board and certificates issued, as below:

1. Messrs. G. C. Richards, W. N. Scott, M. G. Fagan, Jack Rainey and George Wilkinson and the *International Longshoremen's Association, Local 38-162* for the Longshoremen employed by the *B.C. Coast Steamship Service, Canadian Pacific Railway Company, Victoria, B.C.**

2. Messrs. E. Ingles and J. B. Cochrane and the *International Brotherhood of Electrical*

Workers, Local Union NB-1481 for linemen, operators, electricians, improvers, helpers, groundmen and metermen employed by the *Pembroke Electric Light Company, Pembroke, Ontario*. The line foreman was excluded from the bargaining unit.*

3. Messrs. John Wedge and Arthur J. Smith and the *International Union of Operating Engineers, Local No. 865* for shift engineers employed in the boiler room of the *Prince Arthur Hotel, Canadian National Railways, Port Arthur, Ontario*. The chief engineer was excluded from the bargaining unit.*

4. Mr. J. A. Donavan and the *Order of Railway Conductors of America* for the sleeping and parlour car conductors and parlour car attendants employed by the *Canadian Pacific Railway Company, Montreal, P.Q.**

* Following investigation of the application.

Messrs. J. M. Smith, Harry Sipes, J. A. Sullivan, Dewar Ferguson and C. E. Lenton and the *Canadian Seamen's Union* for the unlicensed crew members in deck, engine room and stewards' departments of all vessels operated by the *M. R. Cliff and B. C. Mills Towing Company, Limited, Vancouver, B.C.* Masters, mates and engineers were excluded from the bargaining unit.**

Messrs. George H. Hebert, J. Graham, E. Steele, L. A. Lennon and William Cooper and the *Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America* for the employees of *Western Canadian Greyhound Lines Limited, in the Provinces of Manitoba, Saskatchewan, Alberta and British Columbia.* Excluded from the bargaining unit were officials of the company, such as inspectors, roadmen, foremen, despatchers, superintendents, assistant superintendents, officials with power to hire and discharge, commission agents, private secretaries to superintendents and also all general office employees.***

Application for Certification Rejected

The Brotherhood of Railroad Trainmen and the Canadian Pacific Railway Company, Montreal, Quebec (L.G., January, 1946, p. 39) following an investigation of the application and a representation vote ordered by the Board, the Board decided to reject the application as the applicant union failed to obtain the support of the majority of the employees affected as required by the *War-time Labour Relations Regulations P.C. 1003.*

Applications for Certification Received during the month of April, 1946

1. *Canadian Brotherhood of Railway Employees and Other Transport Workers* on behalf of certain employees of the *Regional Bureau of Operating Statistics, Canadian National Railways, Winnipeg, Manitoba.*

2. *Order of Railway Conductors of America* on behalf of sleeping and parlour car conductors and parlour car attendants employed by the *Canadian Pacific Railway Company, Montreal, P.Q.*

3. *Canadian Air Line Passenger Agent Association* on behalf of passenger agents-in-training, passenger agents and passenger agents-in-charge, employed by *Trans-Canada Air Lines, Winnipeg, Manitoba.*

** Following investigation of the application and a representation vote.

*** Following investigation of the application, a public hearing and a representation vote.

4. *Bartenders, Hotel Service and Restaurant Employees Union, Local 796, Hotel and Restaurant Employees International Alliance and Bartenders International League of America* on behalf of certain employees of the lunch counter and dining room employed by the *Canadian Pacific Railway Company, Moose Jaw, Saskatchewan.*

5. *The Brotherhood of Maintenance of Way Employees* on behalf of section and bridge and building crews employed by the *Niagara, St. Catharines and Toronto Railway (Subsidiary of Canadian National Railways) Toronto, Ontario.*

6. *Canadian Brotherhood of Railway Employees and Other Transport Workers* on behalf of employees of the operating and maintenance departments below the rank of foreman employed by the *Colonial Coach Lines, Limited, Montreal, P.Q.*

7. "*Eldorado Section*" *Yellowknife District Miners Union, Local 802, International Union of Mine, Mill and Smelter Workers* on behalf of certain employees of the *Eldorado Mining and Refining (1914) Limited, Port Radium, N.W.T.*

8. *Federal Labour Union, Local 23736 (A.F. of L.)* on behalf of grain trimmers employed by the *Goderich Elevator and Transit Company, Limited, Goderich, Ontario.*

9. *International Brotherhood of Electrical Workers* on behalf of sub-station operators and helpers of the *Ottawa Electric Railway Company, Ottawa, Ontario.*

10. *International Longshoremen's Association, Local 1696* on behalf of longshoremen employed by *Three Rivers Shipping Company, Three Rivers, P.Q.*

Decisions of Board in Appeal Cases

1. On April 23, the Board allowed the appeal of the *Employees Association of McCormick's Limited* from a decision of the Ontario Labour Relations Board rejecting the petition of the appellant *Employees Association* for certification of bargaining representatives for employees of the Company.

The Ontario Board expressed the opinion that while the Company did not show a deliberate and concluded partiality for the Association, the fact remained that it contravened the express provisions of the Regulations and that, therefore, the application for certification would be dismissed.

In the Reasons for Judgment the National Board said that the charge of unfair discrimination and special privileges to the Association had not been substantiated and that the certification should not be withheld on

these grounds. Accordingly, the appeal was allowed and certification granted

2. Following a hearing the Board allowed the appeal of the *International Union, United Automobile, Aircraft & Agricultural Implementation Workers of America, Local 200 (UAW-CIO)* from an order of the Ontario Labour Relations Board directing a vote of all licensed crane operators employed by the *Ford Motor Company of Canada, Limited, for its Windsor and Ojibway Plants*, who were regularly employed for not less than 24 hours a week. The voters were offered a choice between the appelland organization and *Local 944, International Union of Operating Engineers*.

In its Reasons for Judgment the Board said that under the particular circumstances of the case the bargaining unit as indicated in the application submitted by Local 944, International Union of Operating Engineers, was not appropriate, the application for certification was, therefore, dismissed.

3. On April 23, the Board allowed the appeal of the *Canadian Union of Asbestos Workers, Local No. 6 (C.C.L.)* from a decision of the Quebec Wartime Labour Relations Board in ordering a vote of the employees of Johnson's Company, Thetford Mines, P.Q., following an application made by the respondent union, *The National Syndicate of Asbestos Workers of Johnson's Company, Inc.*

In its Reasons for Judgment the Board said that the application should have been rejected in conformity with the practice which had been well established by its earlier decisions on (Wright Hargreaves and Sylvanite Case), since the applicant union failed to show *prima facie* that it had majority support in the bargaining unit. The application for certification was set aside.

Between: Employees' Association of McCormicks Limited Appellant (Petitioner) and United Packinghouse Workers of America Local 281 Respondent (Intervener) and McCormicks Limited, London, Ontario, Respondent.

The Board consisted of the Chairman and Messrs. Best, Complin, Hills, Mosher, and Taylor.

Reasons for Judgment

The judgment of the Board was delivered by the Chairman.

This is an appeal from a decision of the Ontario Labour Relations Board rejecting the petition of the appelland employees' association for certification. The Ontario Board found that bargaining representatives had been elected by a majority of employees in an

The texts of the Board's Reasons for Judgment in each of the above appeals appear hereunder:

Establishment of Appropriate Grievance Procedure

Following a hearing the Board established a procedure for the final settlement of differences concerning the interpretation or violation of each of the collective agreements affecting the applicant organizations, Brotherhood of Locomotive Engineers, Brotherhood of Locomotive Firemen and Enginemen and the Brotherhood of Railroad Trainmen and the Wabash Railway Company, Buffalo Division (Lines in Canada).

The applicant organizations contended that their agreements with the Company contain no appropriate provision for the final settlements of disputes concerning their interpretation or violation.

It was contended by the Company that the authority of the Board to establish a Grievance Procedure applied only with respect to an agreement entered into after the effective date of the Wartime Labour Relations Regulations P.C. 1003 and did not, therefore, extend to agreements entered into at an earlier date.

In its Reasons for Judgment, the Board said that it was within its power to establish, by Order, upon application pursuant to Section 18 (2) of the Regulations, an appropriate procedure for the final settlement of differences concerning the interpretation or violation of an agreement. The Board, therefore, directed the parties to include in existing collective agreements, under the heading "arbitration", the procedure as set forth in the text of the Board's Reasons for Judgment which appear below:—

appropriate bargaining unit and therefore a *prima facie* case established for certification. The Board stated, however, that it was not prepared to certify that the bargaining representatives had been regularly and properly elected on the ground that the Company had contributed financial and other support to the association in contravention of section 19 of the Regulations. Having held that the respondent company had infringed subsection 1 of section 19 of the Regulations, "albeit with the best of intentions", the Ontario Board in its judgment went on to say "the

prohibition contained in subsection 1 of section 19 is not limited to cases of direct financial contribution. The language of the subsection is clear and unequivocal and we believe it was intentionally worded in broad general terms. Thus we have the moral effect undoubtedly created in the minds of the employees through the privileges extended by management to the association coupled with the financial support given to the association by the company . . . we believe that the company did not intend to show a deliberate and calculated partiality for the association. Nevertheless, whatever the intent of the company may have been, the fact remains that it contravened the express provisions of the Regulations. In view of these circumstances the application will be dismissed”.

We accept the finding of the Ontario Board that there was no deliberate or calculated partiality on the part of the company towards this association.

What then are the circumstances relied on as constituting interference with or as influencing the freedom of choice of the employees in the election of bargaining representatives or which establish that special privileges have been granted to the association?

In the first place, it is claimed that the action of the company in permitting the association to take votes, and make election arrangements during working hours, and the fact that the returning officers and scrutineers appointed by the association were paid as usual by the company and workers not docked in pay for time taken to vote, and the shutdown of machines to permit voting, constituted discrimination in favour of the employees' association. On this point evidence was submitted in the course of the hearing of the appeal to the effect that the same privileges had been extended to the intervener union and to employees on the two occasions in 1945 when votes were taken under the direction of the Ontario Board on the intervener union's petition for certification of bargaining representatives.

This evidence was not contradicted and we are of opinion that with respect to these particular matters there was no discrimination shown by the company.

It is further claimed that the company gave special privileges to the association in granting the free use of company premises to the association for social activities designed to raise money for the association, and for meetings of the association.

At the hearing before this Board company officers gave evidence to the effect that the premises used by the association were dining-hall premises which had been for many years

operated under the management of an employees' committees a non-profit dining-room service for company employees. It has been the custom to permit these premises to be used for after-hour activities of employees without discrimination upon application to the employee committee, but subject to final approval by management. Company officers stated that the premises were and always have been equally available to the intervener union for use on application but that no application for such use had ever been made.

While the free use of company facilities by a bargaining agency for meetings and social activities is not common in collective bargaining practice and therefore creates a natural presumption of discrimination on the part of the company in favour of the bargaining agency involved, nevertheless, in this case it is necessary to consider the finding of the Ontario Board that there was no deliberate or calculated partiality on the part of the company, the further fact that free use of the premises for after-hour employee activities had been extended without discrimination over a period of years and were available to the intervener union. We also observe that the employees have had ample opportunity to signify their choice of bargaining representatives as two previous votes were taken among the employees in the year 1945 on application of the intervener union on both of which occasions the intervener failed to obtain majority support.

In view of the foregoing, this Board is of opinion that the charge of unfair discrimination and special privilege has not been substantiated and that certification should not be withheld on these grounds. Accordingly the appeal is allowed and certification is granted for a bargaining unit consisting of factory employees in the London plant of the company below the rank of foremen and not employed in a confidential capacity or having authority to employ or discharge but excluding office, sales and dining-hall employees.

(Sgd.) G. B. O'CONNOR,

Chairman.

for the Majority of the Board.

We dissent:

(Sgd.) W. L. BEST.

(Sgd.) A. R. MOSHER.

M. J. GRANT, Esq.

for Appellant (Petitioner).

J. LANGLET, Esq.

for Respondent (Intervener).

C. H. A. ARMSTRONG, K.C., Esq.

for Respondent.

Dated at Ottawa, April 23, 1946.

Between: Local 200, UAW-CIO. Appellant (Intervener) and Ford Motor Company of Canada, Limited, Windsor, Respondent, and Local 944, International Union of Operating Engineers, Respondent (Petitioner).

The Board consisted of the Chairman, and Messrs. Best, Complin, Hills, Mosher and Taylor.

Reasons for Judgment

This is an application for leave to appeal and an appeal from the order of the Ontario Labour Relations Board directing a vote of all licensed crane operators employed by the company in its Windsor and Ojibway plants, who are regularly employed for not less than 24 hours a week. The voters were offered a choice between Local 200, UAW-CIO, and Local 944, International Union of Operating Engineers. The vote has been held and resulted as follows:—

Local 944, International Union of Operating Engineers	10
Local 200, UAW-CIO.....	1
Not voting	2
	13

Three additional ballots were segregated.

Local 200, UAW-CIO contended that the Operating Engineers had stood by during the conciliation proceedings and the Rand arbitration and should not now be permitted to intervene and take their members out of the existing agreement which was signed on February 15, 1946.

Local 944, International Union of Operating Engineers, pointed out that this union had

applied for certification on July 3, 1945, and had no right to intervene in the arbitration proceedings.

Counsel for the company contended that the bargaining unit is not appropriate because the cranimen are employed part time in other work.

It is clear that the Regulations, P.C. 1003, do not prevent an application for certification at any time after the expiration of ten months from the operative date of any collective agreement.

This Board is, however, of the opinion that under the particular circumstances here the bargaining unit is not appropriate.

The appellant will have leave to appeal, the appeal will be allowed and the application for certification dismissed.

(Sgd.) G. B. O'CONNOR,

*Chairman.
for the Board.*

JOHN ELDON, Esq.

for Appellant (Intervener).

J. B. AYLESWORTH, K.C.

W. H. CLARK, Esq.

for Respondent.

JOHN WEDGE, Esq.

for Respondent (Petitioner).

Dated at Ottawa, April 24, 1946.

Between: Canadian Union of Asbestos Workers, Local No. 6 Appellant and The National Syndicate of Asbestos Workers of Johnson's Company, Inc. Respondent (Applicant) and Johnson's Company, Thetford Mines, P.Q. Respondent.

The Board consisted of the Vice-Chairman and Messrs. Best, Complin, Deschamps, Hills, Mosher, Picard and Taylor.

Reasons for Judgment

The judgment of the Board was delivered by the Vice-Chairman.

This is an application for leave to appeal and an appeal against a decision of the Quebec Wartime Labour Relations Board in ordering a vote following an application for certification made by the respondent union.

The facts in this case are as follows:—

In 1944 the Quebec Board certified as an appropriate bargaining unit the employees in the Black Lake and Thetford Mines operated by the respondent company and

certified the bargaining representatives selected by the appellant union therefor. An agreement was subsequently entered into between the appellant union and the company for this unit of employees which ran until January 1, 1946, the provisions of which are apparently still in effect.

The respondent union within the time prescribed in the Regulations applied for certification respecting employees in both mines excluding however a substantial group of employees in one mine. The respondent union was able to show a *prima facie* majority in the smaller unit selected by it but did not have such majority support in the larger unit which had been previously found to be appropriate by the Quebec Board. The Quebec Board did not find the smaller

unit to be an appropriate one and directed that a vote be taken in the unit for which the appellants union had been certified and in which it was admitted that the respondent union had not *prima facie* majority support.

This Board is of opinion that in the circumstances the application should have been rejected in conformity with the practice which has been well established by its earlier decisions, see Wright Hargreaves and Sylvanite case, DLS 7-542, as the applicant failed to show that it had a *prima facie* majority support in the bargaining unit.

Leave to appeal is granted. The appeal is allowed and the application of the respondent

union for certification of bargaining representatives is rejected accordingly.

(Sgd.) A. H. BROWN,
Vice-Chairman,

for the Majority of the Board.

I dissent:

(Sgd.) G. PICARD.

A. McAUSLAND, Esq.
for Appellant.

J. MARCHAND, Esq.

D. LESSARD, Esq.
for Respondent (Applicant).

Dated at Ottawa, April 23, 1946.

Between: The Brotherhood of Locomotive Engineers, The Brotherhood of Locomotive Firemen and Enginemen, The Brotherhood of Railroad Trainmen Applicants and The Wabash Railroad Company Respondent.

The Board consisted of the Chairman and Messrs. Best, Complin, Deschamps, Hills, Mosher, Picard and Taylor.

Reasons for Judgment

The judgment of the Board was delivered by the Chairman.

This is an application made pursuant to Section 18 (2) of the Regulations for the establishment of an appropriate procedure for the consideration and settlement of disputes concerning the interpretation or violation of collective agreements affecting the applicants and the respondent company.

There are three agreements affected in these proceedings which the applicants contend contain no appropriate provision for the final settlement of disputes concerning their interpretation or violation. One agreement, affecting engineers, firemen and helpers, hostlers and hostlers' helpers, is administered jointly by the Brotherhood of Locomotive Engineers and the Brotherhood of Locomotive Firemen and Enginemen. Two other agreements, affecting trainmen and conductors, respectively, are administered by the Brotherhood of Railroad Trainmen.

The employees affected are engaged in operations of the railway in Canada on lines between Detroit and Buffalo using running rights over the Canadian National Railways.

The respondent Company does not challenge the contention of the applicant organizations that the agreements each lack an appropriate procedure for the final settlement of disputes concerning its interpretation or violation. An examination of each agreement reveals that provision is made only for conference between the employees concerned or their representatives with the officers of the railway "when differences as to the schedule and practices under it arise".

The oral argument of the parties before this Board included discussion as to the relative

merits of submitting grievances or differences to either the United States National Railroad Adjustment Board, First Division, or to the Canadian Railway Board of Adjustment No.

1. The applicant organizations favour the former agency while the respondent company would desire the latter. However the argument in this connection does not concern the Board for the fact that, the parties not being in agreement on either the Canadian or United States Board, neither agency can deal with grievances affecting the parties. In addition, it is not within the power of this Board to determine that these particular agencies shall adjudicate the grievances of the parties or to compel the parties to refer their differences to such particular agencies.

The respondent contends, however, that the authority of the Board to establish a grievance procedure applies only with respect to an agreement entered into after the effective date of the Regulations and does not, therefore, extend to those agreements all of which were entered into at an earlier date. As there is no provision limiting the application of the subsection to agreement entered into after the effective date of the Regulations and in view of the absence of anything to otherwise indicate that this was the intent, the Board's opinion is that the provisions of the subsection apply in respect of any collective agreement irrespective of the date entered into. This view is strengthened by reference to subsection one of section 18 which requires that collective agreements entered into after the effective date of the Regulations shall contain a provision for establishing a procedure for the final settlement of differences concerning its violation or interpretation.

The Board is therefore of the opinion that it is within its power to establish, by order, upon application pursuant to Section 18 (2) of the Regulations, an appropriate procedure

for the consideration and settlement of differences concerning the interpretation or violation of an agreement. Therefore, the Board establishes in this case a procedure for the final settlement of differences concerning the interpretation or violation of each of the collective agreements affected by the proceedings by directing the parties to include in such collective agreements, under the heading "Arbitration", the following procedure:—

"ARBITRATION"

"Any grievance which is not settled to the satisfaction of either the Union or the Company by conference or negotiation or otherwise in accordance with the provisions of this Schedule, shall upon the written request of either party, be submitted to an Arbitration Board, provided the grievance involves the interpretation or alleged violation of any provision of this Schedule.

"Grievances shall not be subject to arbitration which involve:

- (a) Any request for a modification of this Schedule;
- (b) Any matter not covered by this Schedule;
- (c) Any matter which is subject to final settlement by a Government agency;
- (d) Any matter which by the terms of this Schedule is exclusively vested in the Company.

"The Arbitration Board shall be established within thirty days from the date the application for same is filed and shall consist of three members, one of whom shall be selected by the Union and one of whom shall be selected by the Company and a Chairman selected by the two first-mentioned members of the Board. In the event of the failure of the two members of the Board so selected to agree upon the selection of a Chairman, the matter may be referred by either member to the Minister of Labour for Canada, who shall choose the Chairman.

"In event of any vacancy on the Board occurring by reason of death, incapacity or resignation, or for any other reason, such vacancy shall be filled in the same manner as is provided herein for the establishment of the Board in the first instance.

"A statement of the dispute or question to be arbitrated shall be submitted by both parties, either jointly or separately, to all members of the Board within five days of appointment of the Chairman. The Board of Arbitration shall convene within 15 days after the appointment of Chairman unless otherwise mutually agreed by the parties and render its decision as soon thereafter as possible.

"The decision of the Board shall be limited to the dispute or question contained

in the statement or statements submitted to it by the party or parties. The decision of the Arbitration Board shall not change, add to, vary or disregard any provision of this Schedule.

"Decisions of the majority of the members of the Arbitration Board, which are made under the authority of this arbitration clause, shall be final and binding upon the Company, the Union, and all persons concerned.

"The expenses, if any, of the Members of the Arbitration Board shall be paid as follows:—the Union shall pay the fees and expenses of the member chosen by it; the Company shall pay the fees and expenses of the member chosen by it; the fees and expenses of the Chairman shall be divided equally between the Company and the union.

"If either party shall refuse or neglect to comply with the provisions of this grievance procedure the other party may apply to the Wartime Labour Relations Board (National) who may amend this procedure as it deems appropriate."

The applications will be granted in accordance with the foregoing.

(Sgd.) G. B. O'CONNOR,
Chairman.

for the majority of the Board.

I dissent, etc.:

(Sgd.) A. J. HILLS.

Dissenting Opinion of Mr. A. J. Hills

I dissent from a decision which injects compulsory arbitration into a collective agreement made before P.C. 1003 came into effect.

The intent of the regulations is to facilitate the making of collective agreements where they do not now exist. The regulations provide that collective agreements, presumably to be made under war conditions, are to have special provisions to avoid stoppage of work.

Under (3) of 21 the parties to an existing collective agreement, as in this case, cannot go on strike, during the term of the collective agreement, but under the regulations the agreement can be terminated and an agreement negotiated which would have to include a provision for final settlement.

(Sgd.) A. J. HILLS.

H. B. CHASE, Esq.
W. G. GRAHAM, Esq.
J. J. HENDRICK, Esq.

for the Applicants.

J. W. PICKUP, Esq.
A. DAVIS, Esq.

for the Respondent.

Dated at Ottawa, April 24, 1946.

Conciliation Proceedings Under The Wartime Labour Relations Regulations

THE Wartime Labour Relations Regulations provide conciliation machinery to attempt settlements of disputes where negotiations for an agreement following certification of bargaining representatives, or negotiations for the renewal of an existing agreement, have been unsuccessfully continued for thirty days. Disputes of this nature are referred to the Minister of Labour by the Wartime Labour Relations Board (National) or by the Provincial Board in their respective jurisdictions. A Conciliation Officer is then appointed to confer with the parties and endeavours to effect an agreement. If the Conciliation Officer is unable to bring about settlement of the matters in dispute and reports that in his view an agreement might be facilitated by the appointment of a Board of Conciliation, a Board is then established by the Minister of Labour. The duty of such a Board is to endeavour to effect an agreement between the parties on the matters in dispute and to report its findings and recommendations to the Minister.

Assignment of Conciliation Officers

During April 1946, Conciliation Officers have been assigned to confer with the parties in an attempt to effect an agreement in the following cases:

Carbide & Carbon Chemicals Ltd. (Bakelite & Plastics Div.) Toronto, Ontario and Local 512, United Electrical, Radio & Machine Workers of America. (CIO-CCL). William Dunn, Conciliation Officer.

Eight Decorating Firms: T. Bonner; J. H. Pullen; H. L. MacGowan & Son Ltd.; Lynch & Henderson; A. E. Ritchie; L. E. Pratt & Co.; H. A. Garnet; A. J. Mallett and Local 1151, Brotherhood of Painters, Decorators and Paperhangers of America (AFL-TLC) H. R. Pettigrove, Conciliation Officer.

Kirkland Lake Gold Mining Co. Ltd., Kirkland Lake, Ont. and Local 240, International Union of Mine, Mill & Smelter Workers (CIO-CCL). H. Perkins, Conciliation Officer.

Lamaque Mining Co. Ltd., Bourlamaque, Quebec and Local 654, Val D'Or Mine & Mill Workers—Int. Union M M & Smelter Workers (CIO-CCL). R. Trepanier, Conciliation Officer.

Noranda Mines Limited, Noranda, P.Q. and Local 688, International Union of Mine, Mill & Smelter Workers—(CIO-CCL). R. Trepanier, Conciliation Officer.

National Steel Car Corporation, Hamilton, Ontario and Local 2352, United Steelworkers of America—(CIO-CCL). F. J. Ainsborough, Conciliation Officer.

Royal Canadian Tobacco Company, Toronto, Ontario and Local 254 Tobacco Workers International Union (AFL-TLC). Mr. William Dunn, Conciliation Officer.

Smith and Stone Limited, Georgetown, Ontario and Local 526, United Electrical, Radio and Machine Workers of America. (CIO-CCL) R. Perkins, Conciliation Officer.

Agreements Facilitated by Conciliation Officers

In the following cases, reports were received from Conciliation Officers indicating the successful completion of negotiations and the signing of an agreement:

Carbide & Carbon Chemicals Ltd. (Bakelite & Plastics Div.), Toronto, Ontario and Local 512, United Electrical, Radio & Machine Workers of America. William Dunn, Conciliation Officer.

Eight Decorating Firms: T. Bonner; J. H. Pullen; H. L. MacGowan & Son Ltd.; Lynch & Henderson; A. E. Ritchie; L. E. Pratt & Co.; H. A. Garnet; A. J. Mallett, and Local 1151, Brotherhood of Painters, Decorators and Paperhangers of America. H. R. Pettigrove, Conciliation Officer.

National Harbours Board, Montreal, P.Q. and Montreal Harbour Staff Employees' Association, R. Trepanier, Conciliation Officer.

Phillips Electrical Works, Ltd., Brockville, Ontario and United Electrical, Radio & Machine Workers of America. Geo. Fenwick, Conciliation Officer. The April issue of the *LABOUR GAZETTE* on page. carried a résumé of the dispute between Phillips Electrical Company (Brockville and Montreal Plants). The settlement referred to therein has been reduced to a written agreement, a summary of which will be found in this issue of the *LABOUR GAZETTE* in the section devoted to collective agreements and wage schedules.

Boards Established

During the month, Boards of Conciliation were established but not fully constituted as follows:—

Eaton-Wilcox Ltd., Windsor, Ontario and Local 195, UAAAIWA (UAW-CIO).

Grey Goose Bus Lines, Limited, Winnipeg, Manitoba and Amalgamated Assn. of Street, Electric Railway & Motor Coach Employees of America, Local 1374 (AFL-TLC).

Ontario Steel Products Co., Ltd., Gananoque Ont. and Local 3209, United Steelworkers of America (CIO-CCL).

Smith and Stone Limited, Georgetown, Ontario and Local 526, United Electrical, Radio and Machine Workers of America (CIO-CCL).

Boards Fully Constituted

During the month, Boards of Conciliation were fully constituted as follows:—

British American Motors, Ltd., Toronto; General Motors Products of Canada (Truck Retail Branch) Toronto; Beattie Cadillac, Chevrolet, Oldsmobile Co. Ltd. Toronto, Giles, Rice and Peters, Ltd. Toronto. The Board of Conciliation established to deal with a dispute between British American Motors, Ltd., Toronto; General Motors Products of Canada (Truck Retail Branch) Toronto; Beattie Cadillac, Chevrolet, Oldsmobile Co. Ltd. Toronto, Giles, Rice and Peters, Ltd. Toronto and Local No. 1, Industrial Union of Automotive Employees (CCL) was fully constituted on April 8, 1946, with the appointment of His Honour J. Egerton Lovering, Toronto, as Chairman of the Board, who was appointed on the joint recommendation of the other two members of the Board. Mr. E. M. Dillon, Toronto, and Mr. H. Orliffe, Toronto, were appointed on the recommendation of the employer and employees respectively.

British Columbia Packers Limited (Canadian Fish & Cold Storage Co. Ltd.), Prince Rupert, B.C. The Board of Conciliation established to deal with a dispute between British Columbia Packers Limited (Canadian Fish & Cold Storage Co. Ltd.), Prince Rupert, B.C., and United Fisherman & Allied Workers' Union (CCL) was fully constituted on April 15, 1946 with the appointment of Mr. J. E. Eades, Vancouver, as Chairman of the Board, who was appointed in the absence of a joint recommendation from the other two members of the Board. Mr. J. P. Thomson, Vancouver, and Mr. E. Bjarnason, Vancouver, were appointed on the recommendation of the employer and employees respectively.

Canadian Drawn Steel Co., Ltd., Hamilton, Ontario. The Board of Conciliation established to deal with a dispute between Canadian Drawn Steel Co., Ltd. and Local 1031, United Steelworkers of America, was fully constituted on April 17, 1946 with the appointment of His Honour J. C. M. German, Cobourg, Ontario, as Chairman of the Board, who was appointed in the absence of a joint recommendation from the other two members of the Board. Mr. Norman L. Mathews, Toronto, and Mr. John J. Sullivan, Hamilton, were appointed on the recommendation of the employer and employees respectively.

Canadian Fishing Company Limited (Atlin Fisheries Ltd.), Prince Rupert, B.C. The Board of Conciliation established to deal with a dispute between Canadian Fishing Company Limited (Atlin Fisheries Ltd.), Prince Rupert, B.C. and United Fisherman and Allied Workers' Union (CCL) was fully constituted on April 15, 1946 with the appointment of Mr. J. E. Eades, Vancouver, as Chairman of the Board, who was appointed in the absence of a joint recommendation from the other two members of the Board. Mr. J. P. Thomson, Vancouver, and Mr. E. Bjarnason, Vancouver, were appointed on the recommendation of the employer and employees respectively.

Canners' Machinery, Limited, Simcoe, Ont. The Board of Conciliation established to deal with a dispute between Canners' Machinery, Limited, Simcoe, Ontario, and Local 257, Int. Union, UAAAIWA (UAW-CIO), was fully constituted on April 17, 1946 with the appointment of Honourable Mr. Justice W. D. Roach, Toronto, as Chairman of the Board, who was appointed on the joint recommendation of the other two members of the Board. Mr. John Sheppard, Simcoe, and Mr. Bora Laskin, Toronto, were appointed on the recommendation of the employer and employees respectively.

Dowell's Pacific Transfer and Storage Co., Ltd., Victoria, B.C. The Board of Conciliation established to deal with a dispute between Dowell's Pacific Transfer and Storage Co., Ltd., Victoria, B.C. and Local No. 234, Canadian Brotherhood of Railway Employees & Other Transport Workers was fully constituted on April 24, 1946 with the appointment of Mr. H. A. Beckwith, as Chairman of the Board, who was appointed on the joint recommendation of the other two members of the Board. Mr. G. A. Cameron, Victoria, and Mr. D. O'Brien, Vancouver, B.C. were appointed on the recommendation of the employer and employees respectively.

J. B. Smith Lumber Company, Toronto, Ontario. The Board of Conciliation established to deal with a dispute between J. B. Smith Lumber Company, Toronto, Ontario and Local No. 1487, United Brotherhood of Carpenters & Joiners (AFL-TLC) was fully constituted on April 11, 1946, with the appointment of Dr. R. McG. Dawson, Toronto, as Chairman of the Board, who was appointed in the absence of a joint recommendation from the other two members of the Board. Mr. R. V. Hicks, Toronto, and Mr. Fred Molineux, Toronto, were appointed on the recommendation of the employer and employees respectively.

J. H. Connor and Son, Limited, Ottawa, Ontario. The Board of Conciliation established to deal with a dispute between J. H. Connor and Son, Limited, Ottawa, Ontario and Local 641, International Union, UAAAIWA (UAW-CIO), was fully constituted on April 1, 1946, with the appointment of Mr. J. H. Stitt, Ottawa, as Chairman of the Board, who was appointed in the absence of a joint recommendation from the other two members of the Board. Mr. G. Walsh, Montreal and Mr. Alan Adamson, Toronto, were appointed on the recommendation of the employer and employees respectively.

Opal Manufacturing Company Ltd., Toronto, Ontario. The Board of Conciliation established to deal with a dispute between Opal Manufacturing Company Ltd., Toronto, Ontario, and Local 514, United Electrical, Radio and Machine Workers of America (CIO-CCL), was fully constituted on April 23, 1946, with the appointment of His Honour Judge E. Lovering, Toronto, Ontario, as Chairman of the Board, who was appointed on the joint recommendation of the other two members of the Board. Mr. Norman L. Mathews, Toronto, and Mr. Paul Siren, Toronto, were appointed on the recommendation of the employer and employees respectively.

Prince Rupert Dry Dock & Shipyard, Prince Rupert, B.C. The Board of Conciliation established to deal with a dispute between Prince Rupert Dry Dock & Shipyard, Prince Rupert, B.C. and Marine Workers & Boilermakers Union of Canada, Local No. 2 and National Union of Machinists Fitters, Blacksmiths, Moulders & Helpers, Local No.

1, was fully constituted on April 8, 1946, with the appointment of Mr. F. M. Clement, Vancouver, as Chairman of the Board, who was appointed on the joint recommendation of the other two members of the Board. Mr. W. S. Owen, Vancouver, and Mr. C. Cameron, Courtenay, were appointed on the recommendation of the employer and employees respectively.

Railway Association of Canada, Montreal, P.Q. The Board of Conciliation established to deal with a dispute between Railway Association of Canada, Montreal, P.Q. and Division No. 4, Railway Employees' Dept. (AFL) was fully constituted on April 4, 1946, with the appointment of Honourable Mr. Justice A. E. McPherson, Winnipeg, as Chairman of the Board, who was appointed in the absence of a joint recommendation from the other two members of the Board. Mr. W. F. Macklaier, Montreal, and Senator A. W. Roebuck, Toronto, were appointed on the recommendation of the employer and employees respectively.

Weston Dairy, Limited, Weston, Ontario. The Board of Conciliation established to deal with a dispute between Weston Dairy, Limited, Weston, Ontario and Local 647, Milk Drivers & Dairy Employees' Union (AFL-TLC) was fully constituted on April 4, 1946 with the appointment of His Honour Judge Samuel Factor, Toronto, as Chairman of the Board, who was appointed in the absence of a joint recommendation from the other two members of the Board. Mr. J. J. Robinette, Toronto, and Mr. G. R. Harvey, Toronto, were appointed on the recommendation of the employer and employees respectively.

Board Reports Received

PURSUANT to the Wartime Labour Relations Regulations, Boards of Conciliation are allowed 14 days in which to make their report. This can be extended, either by the

Minister, or by mutual consent of the representatives of the parties concerned. The following reports were received by the Minister of Labour during April:—

Report of Board in Dispute between Chrysler Corporation of Canada, Ltd., Windsor, Ont., and Local 195, Int. Union, United Automobile, Aircraft and Agricultural Implements Workers of America (UAW-CIO)

On April 27, 1946, the Ministry of Labour received the report of the Board of Conciliation, the personnel of which was as follows: Mr. L. W. Brockington of Ottawa, Chairman, appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Messrs. A. F. Fuerth of Windsor, and Norman Levy of Toronto, appointed on the nomination of the employer and employees respectively.

Report of Board

To:
The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa.

SIR:

The undersigned, being the members of the Board of Conciliation appointed by you in this matter beg to report as follows:—

A number of hearings were held in the City of Windsor from October 29 to Novem-

ber 3, 1945. On the latter date owing to developments in connection with the general situation then prevailing in the City of Windsor, the fact that the employees of the Chrysler Corporation of Canada Limited went on strike in sympathy with the employees of the Ford Company, and the subsequent appointment of an Arbitrator by the Dominion Government, it was considered advisable for the Board to adjourn its deliberations.

After the report of Mr. Justice Rand's decision was made public, it appeared that there was a possibility that his findings might form the pattern for a general settlement of disputes outstanding in the Windsor area. When that possibility failed to materialize, the Board met the parties again in Windsor on the 11th and 12th of March, 1946, and adjourned for subsequent meetings in Toronto, the results of which will be detailed below.

The matters in dispute between the parties concerned amendment of most of the major provisions of the collective bargaining agreement into which the parties had entered in 1942 as a result of a vote duly taken under the provisions of the Industrial Disputes Investigation Act.

When the hearings of this Board began, it was stated in evidence that about four thousand persons were employed by the Company, there being three thousand belonging to the defined categories which would make them eligible for union membership. A great number of detailed matters were raised before the Board covering most of the individual items and practically the entire field of the collective bargaining agreement. We do not believe that it is advisable for us to attempt to draft an agreement for the parties. We propose, therefore, to limit our reference to those matters which seem to us of major importance leaving to the parties themselves the task of writing into their agreement the recommendations on which they are able to agree.

In view of the inability of the Board to reach unanimity on what is, without doubt, regarded as the most important of the issues outstanding between the company and its employees, it has not been possible to adjust our individual views to the separate items of dispute with as large a measure of agreement as might have been effected in other circumstances.

Throughout the enquiry it was felt that disagreements in other places and other industries had cast their shadow upon the circumstances with which we were called upon to deal. This was unfortunate but presumably inevitable.

Whatever freedom of action and decision may have belonged to the representatives

who appeared before us external conditions did obviously exist by which the spokesmen for the company and the union were consciously or unconsciously influenced. It is only fair to remark that both parties stated that their dispute was not related to any other.

All the members of the Board wish to pay their tribute to the patience, good humour, tolerance and sincerity of those who appeared before it. We were all impressed by the general high standards of working conditions that prevailed in the great Chrysler plant at Windsor with which we were concerned, and by the record of cordial and honourable dealing which has distinguished the history of the mutual relationship of these parties.

It will be convenient to treat the major matters under the headings of Union Security, Recognition, Arbitration, Representatives, Seniority and General.

UNION SECURITY

The Company's attitude in this matter was frank and uncompromising. It had agreed to the formation of a bargaining unit and to a collective agreement. It expressed complete indifference as to the ultimate fate of the Union and stated that whether it became strong or weak, increased its membership or lost a proportion of its present adherents, was none of the Company's concern. It declined to consider any form of check-off or any of the customary devices for maintaining or increasing so-called Union Security. If the Union is to increase its strength, it argued, it must be by its own merits and its own efforts, unaided by the Company. The Chairman with the approval and knowledge of his colleagues, tried by a series of interviews with both parties to find some common ground for agreement. His efforts failed.

In the opinion of the majority of the Board, the promulgation of the findings of Mr. Justice Rand, apart from any other considerations, made the Company's position no longer tenable.

It is the conclusion of the said majority that the immediate and ultimate good of the industry as a whole, the welfare of the community where it is situated, and the interest of the country which it serves will be best advanced by the acceptance by the Chrysler Corporation of Mr. Justice Rand's formula which has been accepted by the Ford Corporation.

No doubt there are present legal weaknesses, particularly with reference to the mutual obligations imposed by the learned Judge which may require legislative consideration. But it seems to Labour's nominee

on the Board, and to the Chairman, that unless the pattern set by the arbitrator in the Ford dispute is accepted by the Chrysler Company as at least an experimental solution, there is a great danger of confusion, dissatisfaction and continuing dispute. The Union is the same in both cases. The industry is similar. The conditions are not dissimilar.

The majority of the Board used every means at its disposal to impress this point of view upon the parties at the last meeting in Windsor. The Union offered acceptance of Mr. Justice Rand's formula as the basis for a two year agreement. The Company declined to consider any such arrangement. The majority of the Board considers that acceptance of the formula is the only reasonable and proper solution available at this time and so recommends.

The Company's nominee on the Board disagrees and has attached hereto a clear and sincere statement of his decision and his reasons.

RECOGNITION

Under this heading the Union asks for an amended clause providing for the recognition of the Union as the sole bargaining agency on behalf of all the Company's employees whose work brings them within the so-called bargaining unit. The Company urged that such recognition should be preceded by certification under the legislative provisions providing therefor. With this contention the majority of the Board does not agree.

When the vote was taken in 1942, approximately 78 per cent of the eligible employees voted for the Union as the bargaining agency. Evidence was given that the percentage of membership has now reached 85 per cent. Whether these figures are completely accurate or not, the relationship between the Company and the Union has been maintained since 1942, and it is not disputed that a very substantial majority of the Company's working force has maintained its Union membership.

The majority of the Board therefore recommends an amendment providing for the recognition of the Union as the sole bargaining agency.

The majority of the Board also recommends the deletion of paragraph 4 of the agreement entitled "Employees' Freedom of Choice" and the substitution of a clause which will more clearly indicate that employees are not discouraged from joining the Union.

ARBITRATION

The Board is unanimously of the opinion that the provisions dealing with reservations to management should remain. Business

could not continue unless they did. It is important, however, that the reservations to management should be defined and known to employees. It is equally important for mutual goodwill and the smooth and efficient progress of the business of the Company that all Company rules and the Union's agreement with the Company should be honourably and fairly observed and enforced. At the present time, grievances are settled unilaterally by the Company in so far as they involve breaches of the Company's rules, and by arbitration in accordance with the procedure laid down in a ruling of the National Labour Relations Board, dated February 26, 1945, in so far as grievances are concerned with misinterpretations or violations of the basic agreement. We recommend to the parties that they agree upon a formula whereby the present procedure is extended and maintained.

While we presume it is already a matter of practice, the rules and regulations of the Company should be published and made known to the employees. Wherever possible, in connection with such rules and regulations, we think it desirable that employees should be informed in writing of notations made against their record with which they may be faced at some time in the future. We do not think that such notice should become the subject of grievance, but believe that the employee should have the right to file a factual reply for later adjudication.

If an employee is punished by reason of a breach of the Company's rules and regulations, it is the opinion of the majority of the Board that there should be a right to appeal and arbitrate the essential fact on which such punishment is based. If, however, the ultimate umpire to be appointed in the manner suggested below confirms the fact on which the Company acted in imposing discipline or punishment upon an employee, then the umpire's functions should be ended and he should have no power to vary or modify any discipline or punishment. Any mitigation of discipline or punishment for a breach of the Company's rules should be in the discretion of the Company.

Subject to the foregoing, it is the opinion of the majority of the Board that all grievances except in so far as they affect probationers charged with a breach of the Company's rules, should be taken up and dealt with by the Union. If the grievance procedure has been exhausted and the parties have failed to agree on the decision, an impartial umpire should be appointed, either by common consent or by the nomination of the Minister of Labour of the Province of Ontario. The decision of the umpire should be final and binding upon all parties. The

Board believes that both the Company and the Union hitherto have acted with fairness towards each other and is of the opinion that the knowledge that disciplinary or punitive action is subject to impartial review would operate for the maintenance and extension of mutual goodwill.

REPRESENTATION

Both the Company and the Union made proposals respectively for the restriction and extension of representation by shop stewards and committee men. The Board is unanimously of the opinion that the present arrangements be continued without change. If, however, further time is necessary for the Union's Committee Chairman, such extension of time should be permitted by the Company without, however, any change in the present provisions for payment.

The majority of the Board is also of the opinion that with respect to Union activity on Company time or premises the present provision should be amended to provide that Union activities should not be allowed on Company premises when they usurp Company time. This would obviously involve no restriction on Union activities during the lunch hour and other agreed recesses.

With reference to the question of the citizenship of union representatives, the majority of the Board believes that as long as there are no restrictions on the citizenship or racial origin of employees, there should be no restriction on the citizenship or racial origin of Union representatives. The Board noted that preference was at present given to American citizens. It would be interesting to learn whether an equivalent preference to Canadian citizens was given on the other side of the international border.

SENIORITY

Provisions regarding seniority in an industrial undertaking of the complexity and size here involved are difficult and require working out in very considerable detail. We will content ourselves with a few general observations.

The majority of the Board believes that if an employee is transferred at his own request, he should have no right to return to his former position. After a transfer is made for cause, the matter should be subject to the grievance procedure as outlined above, and the employee should have the right to be restored to his former position if the basic fact is found in his favour by the final and binding adjudication of the umpire.

It would also appear not unreasonable that if an employee elects for a transfer instead of a layoff, he should have a right to be

restored to his former position. Difficulties arise with reference to the definition of a temporary and major layoff. It was suggested that a temporary layoff be defined as one which does not exceed an agreed period of ten days or some other definitive time, and that seasonal layoff for model changes should be interpreted as indefinite or permanent layoffs.

While it is not possible to make a final decision on this subject, we recognize the hardship and insecurity to employees under the system of intermittent employment which is natural to the industry. From the evidence and the observations of the Company's representatives, we conclude that the Company has been fair and wishes to be fair in all these matters. We can, therefore, only hope that the parties will be able to agree on provisions which will reduce as far as possible, the incidents of hardship that flow from the inevitable conditions that govern the manufacture and assembly of automobiles.

In all matters dealing with seniority, it is only fair to the Company for us to observe that retransfers to a former position must to some extent be guided and determined by undue lapse of time, proved loss of skill and other reasonable causes that make retransfers uneconomical and inadvisable.

Respectfully submitted,

(Sgd.) NORMAN LEVY,

(Sgd.) LEONARD W. BROCKINGTON,

Chairman.

Minority Report

First of all I wish to associate myself with the other members of the Board in my appreciation of the co-operation extended by the Union and the Company in our deliberations and also to the other members of the Board with whom I am in general agreement with many of the fundamental principles over which there is not agreement between the parties.

There are, however, some items in dispute between the parties upon which I find myself entirely in disagreement with the other members of the Board:

(1) The request of the Union for closed shop, maintenance of membership, check off, or as the Union put it, some advanced form of Union Security. In my view, if and until such time as legislation is passed making labour unions legally and financially responsible for their actions or inactions with respect to collective bargaining agreements they have no right to ask for or try to compel a Company to grant the so-called advanced forms of Union Security, other than recog-

nition, freedom of choice and grievance procedure, as provided for under Order in Council, P.C. 1003.

In the instant case the relations between the Union and the Company have been reasonably good. Since the original contract was signed in September, 1942, at which time the Union claimed 78 per cent of the employees in the bargaining unit as members, they have increased their percentage according to their statement as of November, 1945, to 85 per cent of employees in the bargaining unit. There was no evidence submitted to show that the Company in any way impeded the progress of the Union in increasing their membership and indications are that as a result of service rendered the Union did increase its membership in the unit. This, in my opinion, is as it should be and should remain, for so long as labour unions remain the servant of and not the master of the working-man, the Company, the Union and the working-men are safe.

Working men unwilling to pay dues voluntarily into a Union should not be compelled to do so, unless they are assured that the funds so collected will be used for the benefit of themselves or society generally and not for purposes inimical to the welfare of the Company or society in general.

Union security, maintenance of membership, check-off or any other form of advanced union security when assured Unions for a definite period, while they are in no way legally liable for the action of their officers or members, places in the hands of that Union tremendous authority without responsibility, and a certain amount of compulsion and intimidation may be practised in forcing employees against their own free will to pay dues into an organization without redress.

The fundamentals of our laws including labour relation regulations, as outlined in P.C. 1003, would seem to give a man freedom of choice as to whether he desires to belong or not to belong to a trade union or association without being deprived of the right to earn a living by working, and so-called union security or check-off provisions if a condition of employment would seem to infringe upon such right.

Section 19, Clause 2 "C" of Order in Council P.C. 1003 provides that "no employer or employees' organization or any person acting on behalf of same shall seek to compel an employee to abstain from becoming or continuing to be a member or officer or representative of a trade union or an employees' organization, or from exercising his lawful rights." Lawful rights would seem to give one freedom to join and also freedom to resign from a trade union without fear of loss of opportunity to earn a living.

It does seem to me that a small minority of a bargaining unit, while not members of the Union, is a good check valve on the actions of a trade union in seeing to it that they live up to their responsibility and obligations to their members and fear of loss of membership when no legal or financial responsibility is placed on the Union would seem to be the only available check at the present time. It must be borne in mind that the Company who is the other party to any collective agreement is both legally and financially responsible for any breach of contract entered into.

(2) An employee should be aware of the fact that he is free to join or not to join any Union or Association of his choice.

(3) While there would seem to be some justification in an impartial umpire reviewing the essential facts with reference to a violation of Company rules, on the other hand it does appear that management should, in accordance with their rights as outlined in Section 2 of the Contract, be permitted to promote, demote or transfer employees without interference from an outside party, who may or may not be at all familiar with the conditions necessitating any such promotion, demotion or transfer.

(4) Union activities should not be undertaken or carried out on Company time or premises except as provided under the terms of the collective agreement.

(5) The experience in this industry proves that seasonal layoff for model changes varies in accordance with the time required for changing over equipment and term a seasonal layoff as a permanent layoff, requiring the Company to invoke plant-wide seniority, would seem to impose an unnecessary hardship, for obviously what happens on an action of this kind is that men laid off first are returned to work first so that all men would seem to lose the same proportionate amount of time.

From the record of the relationship between the parties since the signing of the present agreement, viz., July 1, 1944, up to the present date it would seem that by incorporating amendments proposed by both parties which have been agreed to into an amended agreement for a period of a further year from this date and withdrawing by each party of proposed amendments upon which there is a disagreement would not interrupt the reasonably amicable labour relations and working conditions which have prevailed during the past twenty-two months, and I respectfully recommend to the parties that they agree to do so.

All of which is respectfully submitted.

(Sgd.) A. F. FUERTH,
MEMBER OF CONCILIATION BOARD.

Report of Board in Dispute between John East Iron Works, Ltd., Saskatoon, Sask., and Local 3493, United Steelworkers of America

On April 14, 1946, the Minister of Labour received the report of the Board of Conciliation, the personnel of which was as follows: Mr. F. C. Cronkite, Chairman, Saskatoon, appointed on the joint recommendation of the other two members of the Board, Major M. A. MacPherson, K.C., Regina, and Mr. Peter G. Makaroff, K.C., Saskatoon, appointed on the nomination of the employer and employees respectively.

Report of Board

The members of the Board have had four formal sittings which were attended by Mr. M. A. East, representing the Company, and Mr. Norman Riches, international representative of the United Steelworkers of America, as well as three members of Local 3493. The discussions were most amicable and the members of the Board appreciated the frankness displayed by both parties to the dispute. Written submissions were filed by both parties to the dispute, information was given on all points brought forward by the Board and the members had the benefit of a visit to the Company plant along with representatives of the Company and the Union.

After full discussion and consideration and after conferences with the parties to the dispute it is evident that an agreement cannot be reached on the issue of union security. It should be pointed out, however, that some disposition was shown to abide by the report of the Board. In the written brief filed by the Union the following appears on page 1:

We are aware that Boards of Conciliation are established to try and bring about a satisfactory settlement in cases of this nature, however, if no satisfactory settlement is reached in this particular case, I would like to go on record, on behalf of the employees whom I represent, that we are quite prepared to accept and agree to any recommendation that the Board may make, if the Company also, is prepared to accept your recommendation.

In the Company brief, on page 3, the following is found:

The Company's observations in respect to the proposal of the Union simply resolves itself to the fact that in the event that the Board brings in a unanimous decision under its considered judgment that the Company, through its Directorate, would give full cognizance to any such unanimous decision with a view to undertaking the implementation of any such unanimous agreement which the Board may present—but it is respectfully pointed out that the Directorate conscientiously contends that the right of Management must be maintained for the successful operation of a business which is extremely diversified and complex.

The Company, both in its written brief and in oral representations, took a firm stand against any form of union security and also against a recognition of Local 3493 as the sole bargaining agency, maintaining that the two matters could not in the circumstances be separated. As to the point of union recognition I can find no merit in the contention of the Company. If collective bargaining is to be recognized—and there is a general recognition of the principle—then it would seem that Local 3493 merits recognition as the sole bargaining agency for the employees designated. Indeed this seems to have been the intent of the certifications dated February 7, 1945, and September 12, 1945, under the signature of H. J. Smith, Chief Executive Officer, Wartime Labour Relations Board for Saskatchewan.

The matter of union security is more difficult and the reasons supporting any suggested solution are not particularly compelling. The Company objects to any form of union security on the general grounds that it interferes with the freedom both of the employer and potential employees, that the union is under no responsibility and that it in a real sense will interfere with management of the business by the company officials. The Company also relies on the fact that this business is unusually complicated having in mind the comparatively small number of employees. In truth the Company is really carrying on a jobbing business which involves the shifting of employees about a good deal from one department to another. The Union, on the other hand, maintains that collective bargaining is not secure unless there is some guarantee that the union itself will persist.

After an examination of all the factors involved I have concluded that the arrangement which holds out most promise to all concerned, is a maintenance of membership clause, which gives a measure of union security. I would normally prefer that at least one agreement should be effected merely on a collective basis and that with experience gained and harmony established, union security might come after a year or two. Unfortunately I do not believe this solution will meet the circumstances of the present case. For this conclusion I suggest the following reasons: (1) the general tendency in the development of industrial relations has been in the direction of some form of union security; (2) the dispute in this case has already extended over a considerable period, and without assigning any blame for this, long-continued disputes are very undesirable

and may get out of hand. A reasonable compromise should be effected; (3) the employees see around them other enterprises in which the employees have, or can have, union security provisions in their contracts. The denial of such a privilege in the present case undoubtedly impresses the employees as being unreasonable; (4) As far as possible labour contracts should conform to the social feeling of the locality. In Saskatchewan maintenance of Membership is provided for in *The Trade Union Act*, Statutes of Saskatchewan 1944 (Second Session) c. 69, s. 25. That the Company is not subject to this legislation is something of an accident. This argument would also seem to dispose of the Union's demand for a Closed or Union Shop, which would go far beyond the legislation noted above even though it is probably the most advanced labour legislation in Canada.

In my opinion this arrangement would be in the interests of both the Company and the employees and would work in the direction of the effective operation of a plant which renders very essential services in the economic life of this community.

The maintenance of membership clause should apply to new employees only, and should not become effective until a new employee has been in the service of the Company for a minimum period of 60 days. It may be noted that the period under the Saskatchewan legislation is 30 days but the nature of the business of the Company would seem to warrant a longer period. There should also be provision for a revocable check-off with collection of union dues by the Company by deduction from the wages of the employees.

RECOMMENDATIONS

(1) That Local 3493, United Steelworkers of America, be recognized as the sole bargaining agency for the designated employees of John East Iron Works, Limited, Saskatoon.

(2) That the collective bargaining agreement between the Union and the Company shall if the Union so requests, contain a clause providing that present members of the union shall maintain their membership in the union during the tenure of the agreement and that new employees shall as a condition of employment apply for membership in the union within sixty days of their employment and maintain their membership during the tenure of the agreement.

(3) That if requested by the Union the collective bargaining agreement shall contain a clause obligating the Company to collect union dues from union members by deduction from the wages of such members, and to remit the same to the union. Such obligation to cease with reference to any particular

union member who has notified the Company in writing to that effect.

(Sgd.) F. C. CRONKITE,
Member and Chairman.

(Sgd.) P. G. MAKAROFF,
Member of the Board.

Saskatoon, Sask., April 12, 1946.

Minority Report

I have listened to the evidence which was submitted in this hearing and feel that everything has been done which could be done to get the parties interested in this dispute to agree. Failing in this the responsibility then falls on the individual arbitrators to deal with the dispute on the merits.

I am glad that on certain points, in so far as the Board is concerned, there has been unanimity. I cannot agree, however, with the majority decision that there should be a recommendation for a maintenance of membership clause in the agreement between the Employer and the Union. What we must remember is that we are proceeding under P.C. 1003 and that that Order does not write into a collective bargaining agreement any such term as that. We then have to consider the facts and circumstances in the particular case, and in the light of the circumstances here and the facts as given I feel it would be a mistake to recommend under a first agreement as between the parties that there be any provision whereby membership of the Union is a condition of employment.

I am very strongly of the view that in first collective bargaining agreements between employers and their employees the inclusion of such clause is bound to result in such lack of harmony, confidence and understanding as will ultimately defeat the main purpose of such agreements. I feel that the Union should be recommended to sign an Agreement in the first instance without such a clause, and then by experience in collective bargaining further developments in due course might take place and might be expected to take place extending the terms of the Agreement, if and when that confidence which it is hoped will develop has developed, and that understanding has been created in practice which should develop in practice as between the contracting parties. Likewise I feel that in the matter of the check-off clause that there should be no recommendation in this regard, and in short my recommendation would be that an Agreement be signed between the parties and that on the points in issue the Company should recognize the Union as the sole bargaining agent, but that no recommendation should be made on the other clauses.

(Sgd.) M. A. MACPHERSON,
Member.

Report of Board in Dispute between Robbins and Myers Co. of Canada, Ltd., Brantford, and International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO)

On April 23, 1946 the Minister of Labour received the report of the Board of Conciliation the personnel of which was as follows: Hon. Mr. Justice W. D. Roach, appointed on the joint recommendation of the other two members of the Board, Mr. J. G. McMillen, and His Worship J. H. Matthews, both of Brantford, appointed on the nomination of the employer and employees respectively.

Report of Board

The undersigned members of the Board of Conciliation established by you in this matter, hereby submits its report as follows:—

The Board met with the parties at the City of Brantford, Ontario, on the 28th, 29th and 30th of March, 1946.

The Company was represented by Mr. K. C. Berney, Vice-President and Managing Director, and Mr. S. O. Allen, Superintendent.

The Union was represented by Mr. Alfred John Brooks, International Representative.

We found the representatives of the parties to be most anxious to reconcile their opposing views on the matters that were an issue between them before us. Those matters were many in number and we are pleased to report that due largely to the co-operation of the parties and such assistance as we were able to give them, they have agreed to all of the terms of a Collective Bargaining Agreement.

The Union requested that the agreement should contain a provision whereby, in the event of an ex-serviceman becoming employed by the Company within twelve months from the date of his release from any branch of the military services of Canada, even though he had never previously been employed by the Company, after a satisfactory probationary period he should automatically acquire seniority among the employees of the Company dating back to the date of his induction into the military services.

After considerable discussion the Union agreed to withdraw this request but urged that your Board should make such reference in this report as would reflect the nature of the discussion and the views of the parties.

Many young men entered various branches of the military services of Canada during the recent Great War either direct from school or in any event, due to their youth without ever having been previously steadily employed. Those men have now returned or are returning to civil life and a great number of them will be entering upon employment

in industry. Among them there are doubtless many who, had the war not intervened would have been in civil employment in various industries during the war years and during the period of such employment would have been accumulating seniority. It was to protect them from the loss of such accumulated seniority that the proposed provision in the agreement was suggested.

The Company made it plain that it would not be outdone by the Union or any other person, firm or corporation in any matter pertaining to rights and privileges to be extended to personnel returning to civil life from any branch of the armed services of Canada. Notwithstanding the goodwill and generous disposition towards such men held by both the Union and the Company the parties were unable to agree with respect to the proposed term.

The problem which the Union sought to solve by the introduction of the proposed provision is not at all simple. During the War years this Company was engaged solely in the production of war equipment. Many other of our Canadian manufacturers were in a similar position during those years. Their output went to various theatres of the war to service the fighting forces not only of Canada and the Empire but also of all our Allies. Without the equipment for war the armed services could not have waged war. Many of those who went into industry during those years if they had been permitted to follow their own inclinations would have enlisted in some branch of the armed services but were prevented from doing so by reason of physical unfitness or by reason of special technical knowledge or training which qualified them to contribute more towards the war effort in industry than elsewhere. There is merit in the argument that these men should not now be penalized by surrendering seniority which they may have acquired and for isolated employers in industry by a collective bargaining agreement to compel them to do so would engender resentment against those particular manufacturers. The very purpose of such an agreement is to ensure stable and harmonious employer-employee relations and the introduction of such a provision might mitigate against that result rather than promote it. An employer in any given industry is desirous that no element should be introduced into his business that might result in his competitors being placed in a more advantageous position than himself and

not least among the desirable and important features in any such business is harmonious employer-employee relations.

The Company urged that in the absence of any legislation which would make the provision which was suggested by the Union applicable to all industry that it should not be asked to incorporate it in a collective bargaining agreement with its employees.

All of which is respectfully submitted.
Dated this 15th day of April, 1946.

(Sgd.) W. D. ROACH,
Chairman.

(Sgd.) J. H. MATHEWS,
Member.

(Sgd.) J. G. McMILLEN,
Member.

Activities under the Conciliation and Labour Act and Order in Council P.C. 4020

OFFICERS of the Industrial Relations Branch dealt with 18 industrial disputes during the month of April, involving 10,467 workpeople employed in 38 separate establishments of these, 14 were new disputes which originated during the month and 4 were situations which had been untermiated as of March 31, and received further attention in April. These disputes were dealt with under the provisions of the Conciliation and Labour Act and under Order in Council P.C. 4020. They were thus distinct from and in addition to the Conciliation proceedings described on previous pages, which developed under the Wartime Labour Relations Regulations.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, N.B., and Glace Bay, N.S. The territory of the two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario and work in close collaboration with the Provincial Conciliation Service; two officers in Montreal are assigned to the Province of Quebec and two officers resident in Fredericton, N.B., and Glace Bay, N.S., represent the Department in the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of the Industrial Relations and staff are situated in Ottawa.

Industries

MINING AND SMELTING, ETC.	
Coal Mining	5
Metal Mining	1
MANUFACTURING	
Vegetable Foods	1
Metal Products	2
Textile, Clothing Products, etc.	1
Non-Metallic Minerals, Chemicals, etc.	1
Rubber Products	1
TRANSPORTATION	
Water	2
Electric Railways & local bus lines.	1
Electricity and Gas (mainly utilities).	1

SERVICE	
Business and Personal.....	2
Nature of Dispute or Situation	
Strike or Lockout.....	7
Threatened strike	3
Controversy.....	3
Arbitrations.....	2
Requests for services of Commissioners	3
Predominant Cause or Object	
Increased wages.....	3
Increased wages and reduced hours....	1
Increase in wages and other changes..	1
Other causes affecting wages and working conditions	4
Discharge of workers for Union membership or activity.....	4
To secure or to maintain union wages & working conditions.....	2
Discharge of workers for other than Union questions	3
Disposition	
Strikes terminated by mediation or other departmental action.....	1
Controversy terminated by mediation.	1
Decision rendered in Arbitration.....	2
I.D.I. Commission appointed under Section 5, P.C. 4020.....	2
Dispute called off; no further action required.	4
Referred to N.W.L.B. or R.W.L.B.	1
Referred to Provincial authorities	2
Disposition pending	5
Method of Settlement	
Conciliation or mediation.....	3
Direct negotiations	2
Arbitration.....	2
Administrative action	1
Investigation only	2
Settlement pending	8

Brief summaries of some of the cases of chief interest follow:—

Rubber Products Workers, St. Jerome, P.Q.
—The February issue of the *LABOUR GAZETTE* contained a report of a strike by some 1,425 employees of the Dominion Rubber Co., Ltd., St. Jerome, P.Q. which was terminated by an agreement to submit to arbitration the question of the wage-rate grievance of four eye-

letters. On April 8 the Department received a report of the decision rendered unanimously by the Arbitration Committee, of which Prof. James A. Coote, of Montreal, had been appointed independent chairman by the Minister of Labour. The Arbitration Committee decided that the claim for a portion of the wage increase demanded was justified. Certain retroactive wage adjustments were also paid over to the four employees from a fund deposited by the Company with the Department of Labour.

Merchant Seamen, Montreal, P.Q.—On April 16 the Department received a decision rendered in arbitration by Mr. Lucien Rodier, K.C., who had been appointed by the Minister of Labour to arbitrate a dispute between the Park Steamship Co. Ltd., Montreal, P.Q., and the Canadian Seamen's Union over the claim for overtime rates of pay by an employee for carrying out the extra duties of a sick member whilst the vessel was at sea. The Arbitrator decided in favour of the claimant, and directed the company to pay overtime rates for the performance of aforementioned duties.

Coal Miners, Canmore, Alberta.—The Department received word on April 10, that some 234 miners employed by Canmore Mines Limited, Canmore, Alberta, were on strike. The strike was found to have been precipitated by an assignment of work to a miner, holding papers as a fireboss, requiring him to alternate between the jobs of fireboss and rock miner. On request of the Western Representative of the Department of Labour, District Officers of the United Mine Workers of America instructed the men to return to work and subject their grievance to the procedure provided for in the collective agreement. The request went unheeded. The secretary of the local union contended that, primarily, the dispute concerned the right of the employee in question to maintain his membership in the union, as acceptance of the position of fireboss, which the company insisted upon, would have terminated his membership in the union by making him an agent of management. He further alleged that the agreement contained strike pledges only in respect to wages and working conditions and did not cover the existing issue.

However, on April 22 the Department was notified by its Western Representative, who had kept in contact with the parties, that the men had agreed to resume work, pending further negotiations under the procedure in the agreement.

Plastics Workers, Toronto, Ontario.—Pursuant to a request received from the

Minister of Labour for Ontario, His Honour Judge James A. Parker was appointed during April an Industrial Disputes Inquiry Commissioner by the Minister of Labour under Section 5 of P.C. 4020, to investigate the charge that nine employees of Wm. E. Dixon, Limited, Toronto, Ontario, had been dismissed or discriminated against because of union activity. The company's claim that the nine employees were inferior workers and were discharged because the plant was over-staffed was disputed by various other employees.

The Commissioner expressed the opinion that the nine employees were discharged not because of union activities, but as a result of economic necessity occasioned by scarcity of raw materials and disturbed markets.

Coal Miners, Lethbridge, Alberta.—Notification of a strike of some 245 miners employed at Number 8 Mine of the Lethbridge Collieries, Limited, Lethbridge, Alta., was received by the Department on April 15.

The controversy arose when insufficient miners reported for work the previous Saturday morning to insure a full day's work for the tippie crew, and the company sent them home after four hours. The latter employees demanded a full day's pay and refused to return to work until their demands were acceded to. The Company claimed that it had acted in accordance with the provisions in the agreement covering part shifts and that the strikers were at fault.

The Western Representative of the Department of Labour took the matter up with officers of District 18, United Mine Workers of America, and suggested that it was the responsibility of the District Executive of the union to instruct the employees to resume work immediately and take up their grievance in accordance with the provisions of their agreement. Work was resumed on April 17.

Coal Miners, Stellarton, Nova Scotia.—On April 15 the Department received word of a work stoppage by employees of the Acadia Coal Company in protest against the utilization of blasting powder which emitted a small flame when fired. An Industrial Relations Officer was successful in having the District Executive Board of District 26, United Mine Workers of America, advise the employees to resume operations.

Agreement to resume work was reached on April 23 when, subsequent to an investigation by an Inspector of Mines, it was decided to ship the defective material to the supplying company for testing and an alternative supply procured. The strike involved about 1,120 employees in all the company's mines.

Collective Agreements and Wage Schedules

Recent Collective Agreements

COLLECTIVE agreements received in the Department are outlined in the *LABOUR GAZETTE* from month to month. It is not possible, because of limitation of space, to include all agreements received. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour, and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included. Verbally accepted agreements are so indicated.

Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

Mining, Non-Ferrous Smelting and Quarrying: Coal Mining

CAPE BRETON AND SPRINGHILL, N.S.—DOMINION COAL COMPANY LIMITED AND CUMBERLAND RAILWAY AND COAL COMPANY AND UNITED MINE WORKERS OF AMERICA, DISTRICT 26.

Agreement effective from the retroactive date of February 1, 1945, until January 31, 1947, and thereafter from year to year subject to notice. The company recognizes the mine committee in the discharge of their duties as provided for in the agreement which applies to all union members and to all eligible to membership in the union. Check-off: the company agrees to deduct from all union members' pay all dues, fines, and initiation fees, also assessments and levies strictly for union purposes. The maximum amount to be so deducted not to exceed \$5 in any one month.

Hours of work: 8 per day for underground, 8½ per day including ½ hour for lunch for surface workers, except when on continuous operations, when the hours are 8 per shift for both surface and underground workers. Overtime: machinists, blacksmiths, carpenters, and electricians, time and one-half for overtime, double time for Sundays; underground workers, time and one-half for Sundays. Vacation: employees covered by the agreement to be granted vacations with pay in accordance with Findings and Directions of the National War Labour Board.

Wage rates, effective March 1, 1946, including the 17 cents per shift increase granted from that date: surface workers, per day—labourers, teamsters \$5.84, tippie men \$5.84-\$5.94, wash-house and boiler tenders \$6.23, electricians, carpenters \$6.39, blacksmiths \$6.53, mechanics \$6.65, machinists \$7.86, hoisting enginemen \$6.96-\$7.45, stokers \$6.40; underground workers, per day—labourers, drivers, pit stablemen

\$5.84, pickmen \$5.94-\$6.11, timbermen \$5.94, dispatchers \$6.31, pipemen \$6.40; shops, per hour—machinists, blacksmiths, boilermakers, moulders 91-98 cents, patternmakers 98 cents, carpenters 93 cents, welders 90-98 cents, tin-smiths 93-98 cents, drillers 84-98 cents, apprentices to start at \$3.62 per day, increased by 43 cents per day each six months for four years; electrical department—electricians and linemen 91-99 cents per hour, helpers 80 cents and labourers 73 cents.

Provision is made for penalties of absenteeism, appointment of checkweighmen and grievance procedure.

Mining, Non-Ferrous Smelting and Quarrying: Metal Mining

PREMIER, B.C.—SILBAK PREMIER MINES LIMITED AND INTERNATIONAL UNION OF MINE, MILL AND SMELTER WORKERS, LOCAL 694.

Agreement to be in effect from October 16, 1945, to October 15, 1946, or so long as the union maintains a majority of the employees, whichever period is shorter, and until a new agreement is made. This agreement is similar to the one previously in effect and summarized in the *LABOUR GAZETTE* for March, 1945, p. 346, with the following additions—Vacation: joint application has been made to the National War Labour Board for an additional vacation day with pay for each additional year of service to a maximum of six extra days vacation for all employees with seven or more years of continuous service. Wage rates: joint application was also made for permission to increase wage rates of certain specified classes of workers.

Manufacturing: Fur and Leather Products

OSHAWA, ONT.—ROBSON LEATHER CO., LIMITED AND THE INTERNATIONAL FUR AND LEATHER WORKERS UNION OF U.S.A. AND CANADA, LOCAL 205.

Agreement to be in effect from September 12, 1945, to October 1, 1946, and thereafter from year to year subject to 30 days' notice. The company recognizes the union as the sole collective bargaining agency for all eligible employees.

Hours of work: standard work week shall consist of 48 hours and 2 hours overtime, consisting of 9 hours per day Monday through Friday and 5 on Saturday for day workers; 10 hours per night Monday through Friday for night workers. Overtime of time and one-half the employee's regular basic rate shall be paid for all work performed after regular working hours or in excess of 48 hours per week, or on Sundays and any of six specified statutory holidays. Vacation: one week with

pay for employees with one to five years' service with the company, and an additional day for each year's service over five to a total maximum vacation of two weeks.

Wage rates: existing scale, subject to any changes ordered by Regional War Labour Board, shall remain in effect during the term of agreement.

Provision is made for seniority rights and grievance procedure.

Manufacturing: Metal Products

OSHAWA, ONT.—GENERAL MOTORS OF CANADA LIMITED AND THE INTERNATIONAL UNION UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, LOCAL 222.

Agreement to be in effect from February 1, 1946, to November 1, 1947. This agreement is similar to the one previously in effect and summarized in the *LABOUR GAZETTE*, November, 1943, p. 1528, with the following addition—Check-off: the company will deduct the sum of \$1, union dues, monthly from the pay of employees who so authorize and will remit same to the union.

TORONTO, ONT.—FORD MOTOR COMPANY OF CANADA LIMITED (TORONTO PLANTS) AND THE INTERNATIONAL UNION, UNITED AUTOMOBILE, AIRCRAFT AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA, LOCAL 584.

Agreement to be in effect from February 21, 1946, to April 30, 1947, and thereafter subject to two months' notice before May 31, or November 30 of any year. The company recognizes the union as the sole collective bargaining agent for all eligible employees. Compulsory check-off: effective February 1, 1946, the company will deduct monthly from the pay of all employees covered by the agreement (whether members of the union or not) such sum as may from time to time be assessed by the union on its members according to its constitution for general union purposes and remit same to the union. The compulsory check-off does not apply to special assessments relating to special union benefits, nor to entrance fee. Any employee shall have the right to become a member of the union by paying the entrance fee and complying with the constitution and by-laws of the union.

No strike, general or partial, shall be called by the union before a vote by secret ballot supervised by an officer of the Department of Labour for Ontario appointed by the Minister of Labour for that province shall have been taken of all employees to whom the agreement applies and a majority voting have authorized the calling of a strike within two months from the balloting. The union shall repudiate any strike or other concerted cessation of work whatsoever that has not been authorized and called by the union by any group or number of employees and the union shall declare that any picket line set up in connection therewith is illegal and not binding on members of the union. Should the union violate either of the above conditions it shall be liable to the penalty of a suspension of the check-off, in the case of any unauthorized strike by the union or an unauthorized general strike or concerted cessation of work by employees, which it does not repudiate or of a picket line in connection therewith in respect of which it does not declare for not less than two and not to exceed

six monthly deductions; and in the case of an unauthorized partial strike or cessation of work by employees, for failure to repudiate or declare, not less than one and not more than four monthly deductions. Employees participating in any such unauthorized strike or concerted cessation of work shall be liable to a fine of \$3 a day for every day's absence from work and to loss of one year's seniority for every continuous absence for a calendar week or part thereof.

Wage scales and classifications may be the subject of a supplementary agreement. Two ten-minute rest periods during each shift shall be granted the employees contingent upon the strict adherence to the time limits thereof by the workers.

Provision is made for seniority rights and grievance procedure.

WESTON, ONT.—MOFFATS LIMITED AND UNITED STEELWORKERS OF AMERICA, LOCAL 3129.

Agreement to be in effect from August 1, 1945, to July 31, 1946, or 1947, if two months' notice shall not have been given. The company recognizes the union as the sole collective bargaining agency for all eligible employees.

Hours of work and overtime: standard work week shall not exceed 48 hours; time and one-half for all time worked in excess of 48 hours per week. In computing the 48 hours credit will be given for hours not worked on any of six specified statutory holidays or because of illness or accident or other cause proven satisfactory to the company. Time and one-half also shall be paid for work on statutory holidays except as part of regular shift. Vacation: one week with pay for employees with one or more years' seniority and regular attendance during previous year; after 25 years' service with company two weeks with pay.

Wages: present scale now in effect shall prevail during the period of the agreement subject to any changes directed by the Regional War Labour Board provided that either party may appeal to the National War Labour Board from any decision of the former.

Provision is made for seniority rights and grievance procedure.

HAMILTON, ONT.—THE B. GREENING WIRE CO., LIMITED AND UNITED STEELWORKERS OF AMERICA, LOCAL 2950.

Agreement to be in effect from July 1, 1945, to June 30, 1946, and thereafter from year to year subject to 30 days' notice. The company recognizes the union as the bargaining agency for all eligible employees.

Hours of work and overtime: standard work week shall not exceed 47½ hours and standard day 9½ hours; when continuous operation is necessary a 48-hour week and an 8-hour day shall be the standard. All time worked in excess of the above weekly or daily standard hours shall be paid for by adding to the total number of incentive hours one-half of the employees base rate for each hour of overtime worked; overtime rates also for all work between 7 a.m. and 9.30 p.m. on Sunday and eight specified legal holidays except for those whose regular duties embrace these days. Vacation: one week with pay for employees with one to 10 years' service with the company, two weeks with pay for those with 10 or more years' continuous service with the company contingent upon regular attendance at work during preceding year.

Hourly wage rates: carpenter shop, cleaning and annealing (wire mill), light jobbing looms

56 to 76 cents; heavy jobbing looms 56 to 70 cents; cloth stock 56 and 66 cents; wire drawing (wire mill) 74 and 80 cents; wire stock 62 and 66 cents; wire mill (general) 56 and 64 cents; wire works, netting mill 56 to 74 cents; perforating 60 to 90 cents; rope 56 to 80 cents; screen bar 52 to 74 cents; screen stock 56 to 66 cents; die maker 74 cents; electrician, machinist 88 cents, electric galvanizer 68 and 74 cents; timing operator 74 cents; light splicing 56 to 78 cents; heavy splicing 52 to 80

cents; spooling 56 to 66 cents; stapling 64 cents; millwright, welder 86 cents; helpers 60 to 68 cents; oiler 70 cents; painter 66 and 76 cents; helper 56 cents; shipping and receiving 56 to 62 cents; firemen-third class 64 cents; watchmen, gatemen 54 cents; general labour 52 cents. Starting rates are somewhat lower than the above basic rates.

Provision is made for seniority rights and grievance procedure.

Collective Agreement Act, Quebec

Recent Proceedings Under the Act

IN Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Further information concerning this legislation is given in the *LABOUR GAZETTE*, January, 1943, p. 86. Proceedings under this act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.

Recent proceedings under the act include the amendment of eight Orders in Council and the correction of four others, all of which are noted below. Requests for the amendment of the agreements for barbers and hairdressers at Valleyfield, for building trades at St. Hyacinthe and Quebec, for the sash and door industry at Quebec, for hospital employees at Quebec, Three Rivers, etc., and for both the fine glove and work glove industries for the province were published March 23. Requests for the amendment of the agreements for building trades at Joliette, St. Johns and Sherbrooke, for barbers at Sherbrooke, for wholesale food stores at Quebec, and for barbers and hairdressers at St. Johns were published March 30. Requests for the amendment of the agreements for the tannery industry for the province, for the hardware and paint trades at Quebec, for

funeral undertakers at Montreal, for tavern employees at Quebec, for manufacturing sheet metal products at Montreal, for the ladies' cloak and suit industry for the province, for the paint industry for the province, for barbers and hairdressers at Quebec and Montreal, and for the retail fur industry at Montreal were published April 6. Requests for the amendment of the agreements for the furniture industry for the province, for retail trade at Chicoutimi, for policemen and outside municipal employees at Quebec for municipal employees at Kénogami, for the embroidery industry at Montreal, for building trades at St. Jerome, for barbers and hairdressers at Farnham, and for the wholesale fur industry at Montreal were published April 13. Requests for the amendment of the agreements for building trades at Sorel, municipal employees at Jonquière, and lithographers in the province were published April 20.

Orders in Council were also published approving the constitution and by-laws of certain joint committees and others approving the levy of assessment on the parties.

Manufacturing: Fur and Leather Products

TANNERY INDUSTRY, PROVINCE OF QUEBEC

An Order in Council, dated March 21, and gazetted March 30, amends the previous Orders in Council for this industry (L.G., April, 1945, p. 517, March, p. 349 and other issues) by the addition of one company as a contracting party.

WORK GLOVE INDUSTRY, PROVINCE OF QUEBEC

An Order in Council, dated March 23, and published April 6, amends the previous Orders in Council for this industry (L.G., October, 1945, p. 1520, and previous issues) by increasing the piece rates for certain operations.

Manufacturing: Textile and Clothing

DRESS MANUFACTURING INDUSTRY, PROVINCE OF QUEBEC

An Order in Council, dated March 21, and gazetted March 30, extends the term of the agreement (L.G., April, 1945, p. 517, and previous issues) to June 1, 1946.

Manufacturing: Paper and Paper Products**MANUFACTURING PAPER BOXES (CORRUGATED),
PROVINCE OF QUEBEC**

A correction of the Order in Council relating to this industry (L.G., April, 1946, p. 499, and previous issues) was published in the *Quebec Official Gazette*, March 30, 1946. This correction does not affect the summary already given.

Manufacturing: Printing and Publishing**PRINTING TRADES, QUEBEC**

An Order in Council dated March 28, and gazetted April 6, replaces the previous agreement for this industry. Agreement to be in effect from April 6, 1946, to October 15, 1947, and from year to year thereafter until 60 days' notice. Territorial jurisdiction comprises the judicial districts of Quebec, Beauce, Montmagny, Kamouraska, Rimouski, Gaspé and those parts in the districts of Three Rivers, St. Francois and Arthabaska not subject to the decree governing the printing industry in the Montreal district.

Establishments governed by the decree are divided into four classes for the purpose of rating the wages and the duration of labour. Class "A" includes: (1) all shops operating one or many rotary presses for any purpose whatever; (2) all shops operating three or more automatic or hand-fed presses capable of taking a sheet of 24" x 36" or of a larger size. (Shops in rural districts are not included in class "A"; the same applies to bag manufacturers.) Class "B" includes all shops operating two cylinder presses or more, or one or more composing machines, as well as photogravure, electrotyping, lithographing, offset, photolitho, ruling and bookbinding establishments not specifically mentioned in classes "A" and "D"; it also includes the paper bag manufacturers. Class "C" includes all shops or establishments not included in the other categories. Class "D" includes all shops or establishments engaged exclusively in bookbinding operations.

Hours: for day work—45-hour week for establishments of classes "A", "B", and "D" in judicial district of Quebec, 48 hours for class "C"; hours for night work are 42 per week with a maximum of 9 hours per night. Overtime and all work after noon on Saturday is payable at time and one-half, double time on Sundays and five specified holidays.

Journeymen on night shifts shall receive \$2 more per week than the regular rates established for day workers. Foremen shall receive \$4 per week more than journeymen in classes "A" and "B" and \$3 more in the other classes. Apprentices—from \$9 in first year to \$21 in second six months of fifth year, and \$1 more per week for night work in their first, second, and third years, and \$2 in their fourth and fifth years. Bookbinding female employees—from \$7 to \$14 in the second six months of the third year. Vacation: one week with pay after one year's service. In judicial districts other than that of Quebec wage rates may be reduced 15 per cent and overtime work shall be paid at time and one-half, with a 48-hour day week, and 45 hours at night.

Home work is prohibited. Special provision is made for board and lodging and for apprenticeship regulations.

Manufacturing: Miscellaneous Wood Products**SASH AND DOOR INDUSTRY, QUEBEC**

A correction of an Order in Council, relating to this industry (L.G., March, 1945, p. 349; April, 1946, p. 498) was published in the *Quebec Official Gazette* March 30, changing the rate for junior journeyman-joiner (one year) from 60 cents to 58 cents.

Manufacturing: Metal Products**CLOCKMAKERS: MONTREAL**

An Order in Council, dated March 28, and gazetted April 6 amends the previous Orders in Council for this industry (L.G., Nov., 1943, p. 1530; Aug., 1944, p. 1007, Dec., p. 1515). Territorial jurisdiction now comprises Montreal and Jesus Islands and the county of Terrebonne.

Construction**BUILDING TRADES: MONTREAL**

An Order in Council, dated March 21, and gazetted March 30, amends the previous Orders in Council for this industry (L.G., Feb., 1946, p. 187, April, p. 499 and previous issues by providing for the 1 cent increase in the wage-rates for common labourers.

BUILDING TRADES: CHICOUTIMI

An Order in Council, dated March 21, and gazetted March 30, amends the previous Orders.

Minimum Wage Rates for Printing Trades in Judicial District of Quebec

	A	B	C	D
1. Composition shops, journeyman-typographers, keyboard operators and castermen.....	\$0.88	\$0.79	\$0.57	.....
2. Printing shops (hourly journeyman pressmen and stereotypers).....	0.84	0.76	0.65	.....
Journeymen on platen presses.....	.....	.....	0.57	.....
Inexperienced male helpers:				
First year	0.25	0.25	0.25	.....
Thereafter	0.31	0.31	0.31	.....
3. Bookbinding establishments:				
Journeyman-bookbinders	0.78	0.76	.....	\$0.72
4. Photogravure and electrotyping establishments:				
Journeyman-photo-engravers and camera operators	0.78	0.76	.....	.....
5. Lithographic, offset and photo-litho establishments:				
Journeyman pressman	0.84	0.76	.....	.....
Camera operators	0.78	0.76	.....	.....

in Council for this industry (L.G., March, 1945, p. 349, and previous issues). Territorial jurisdiction comprises the counties of Abitibi-East, Abitibi-West, Charlevoix, Chicoutimi, Lake St. John, Roberval and Saguenay; it also applies to the towns of Rouyn and Noranda, and to the territory comprised in a radius of two miles from their limits. This jurisdiction is divided into two distinct zones.

Zone I: The cities of Chicoutimi and Arvida, the towns of Jonquière, Kénogami, St. Joseph d'Alma, Ile Maligne, Riverbend, Bagotville, Port-Alfred, Dolbeau, Racine, Amos, Val d'Or, Rouyn, Noranda and Malartic, the village of La Sarre, and the municipalities of Rivière du Moulin, Saint-Alexis-de-la-Gaude-Baie, St. Emilien (Desbiens Mills), La Malbaie, Cap-a-l'Aigle, Pointe-au-Pic, Clermont and the territory in a radius of two miles from their limits. Zone I also includes the town of Baie Comeau and the territory comprised in a radius of 15 miles from its limits.

Zone II: The remainder of the territorial jurisdiction of the counties of Abitibi-East, Abitibi-West, Charlevoix, Chicoutimi, Lake St. John, Roberval and Saguenay.

BUILDING TRADES: HULL

An Order in Council, dated March 21, and gazetted March 30, amends the previous Orders in Council for this industry (L.G., May, 1943, p. 639, April, 1945, p. 517, and previous issues).

Minimum wage rates: masons, screen (wood and steel partition erected), plasterers, stone cutters, painters and glaziers, painters-pneumatic, 75 cents per hour; labourers, 50 cents; electricians, 55 cents; elevator operators, lathers (metal), masons, layers, ornamental iron workers, tile layers, riggers, 70 cents.

Trade

RETAIL STORES, QUEBEC

A correction of an Order in Council relating to this trade (L.G., April, 1943, p. 490; August, 1944, p. 1007, Sept., p. 1142 and previous issues) was published in the *Quebec Official Gazette* April 13. This correction does not affect the summary already given.

Service: Professional

RELIGIOUS INSTITUTION EMPLOYEES: ST. HYACINTHE

A correction of an Order in Council relating to this agreement (L.G., March, 1945, p. 350, April, p. 518) was published in the *Quebec Official Gazette* April 6. The correction does not affect the summary already given.

Canadian Railway Board of Adjustment No. 1

Summary of Decisions

REPORTS have been received covering the following cases heard by the Canadian Railway Board of Adjustment No. 1.

The Board was established under a voluntary agreement concluded in 1918, between the several railway companies and certain of the railway organizations. It has power to determine all differences arising between the railway companies and the members of any of the six railway brotherhoods "including the interpretation of wage schedules or agreements having due regard to the rights of the several classes of employees and of the railways respectively."

This agreement was supplemented by a Post-War Agreement continuing the Board's functions entered into April 15, 1921. The text of the Post-War Agreement was published in the Board's ninth triennial report, dated September 30, 1945, together with changes in the personnel of the Board and a tabular summary of the cases adjusted during the preceding three-year period.

The Board consists of six representatives of the railways and six representatives of labour, one from each of the following Railway Brotherhoods: The Brotherhood of Locomotive Engineers; the Brotherhood of Locomotive Firemen and Enginemen; the Order of Rail-

way Conductors; the Brotherhood of Railroad Trainmen; the Order of Railroad Telegraphers; and the Brotherhood of Maintenance of Way Employees and Railway Shop Labourers.

Case No. 549—Canadian National Railways (Atlantic Region) and the Brotherhood of Locomotive Engineers

The Joint Statement of Facts disclosed that an engineer and a fireman were assigned to work train service in a subdivision and went off duty in a town at 8.50 p.m. They came on duty at 11 o'clock p.m., the next day after being off duty for 26 hours and 10 minutes.

The dispute arose over the application of article 2, Clause (e) of the current schedule for Locomotive Engineers which reads as follows: "Engineers assigned to work train service will be allowed one day for each twenty-four hours so held, whether at or away from home terminal".

The employees contended that the twenty-four hour period should apply in accordance with the wording of the article.

The Railway Company maintained in its brief that the men "were compensated for each calendar day". The Company's interpretation of the clause was "that the 24 hours

alendar day and in the clause has always been

in its decision sustained the of the employees.

Case No. 550—Canadian Pacific Railway Company (Western Lines) and the Brotherhood of Locomotive Engineers

The dispute emanated from three claims for 50 mile runs made by an engineer because of the failure of the Company to utilize his services when extra engineers were required when he was not on duty, but available.

The Joint Statement of Fact disclosed that on two occasions extra engineers were required for extra road work due to the Engineers' Spare List having been exhausted. The engineer in question was the junior engineer on the Engineers' Working List, and at that point had been required to fill a yard vacancy because of the lack of applications for the assignment. He was not on duty at the time the extra engineers were required for road trips, and as he was available and not called he made claim for 50 miles run around in each case. The claims were denied.

The employees' contention was based upon article 25, Clause (g) of the Engineers' Schedule which reads as follows: "If run

around available, Engineers will be entitled to 50 miles at minimum road rates". The Employee Committee supported its claims under two separate provisions: (a) Article 3, Clause (d) of the schedule which reads in part "... Should there be no available engineers, the senior available qualified fireman will be used..." The claimant was available; his claim, therefore, they contended was justified. (b) "... Correspondence between the M.M. of the District and the General Chairman constitutes an agreement... and inasmuch as it does not provide for termination of its terms," (agreeing to the utilization of junior engineers in yard service, when the spare engineers' list has been temporarily exhausted) "by other means than mutual consent," it constitutes a valid one.

The Company's contention was that subsequent developments necessitated the annulment of the unauthorized local agreement and the reinstatement of the provisions of previously-existing schedules. The Company maintained that the provisions of the governing schedules had been observed and there was, therefore, no basis for the claims.

The Decision of the Board was that the engineer was in assigned service and therefore not available. The claim of the employees was not sustained.

Exchange of Farm Workers and Equipment Between Canada and U.S.A.

Arrangements have again been made this year, between Canada and the United States for the exchange of harvesting labour and equipment between the two countries.

The plan, similar to arrangements in effect in recent years (L.G., June, 1945, p. 805), covers chiefly the movement of harvesting equipment, usually combine reapers, between the Canadian Prairies and adjacent states of the United States. In so far as labour is concerned the arrangement affects not only the harvest workers moving to and from the Prairie Provinces but certain other movements as well—notably tobacco curers for Southern Ontario from the Southern States, and potato pickers who move out of Quebec into the State of Maine.

The first movement of labour and equipment took place between the Prairie Provinces and the Mid-Western United States. The arrangements will enable operators, with their machines and members of their crews, to cross the border with a minimum of delay during the harvesting season.

This year Canadian operators with their harvesting crews and equipment were permitted to enter the United States as early as May 15. The latest date for their return has been set at September 1. Later in the summer, when Canadian harvesting commences, United States crews and equipment will be entering Canada and will be permitted to remain until December 31.

In announcing the completion of negotiations, the Hon. Humphrey Mitchell, Minister of Labour, declared: "Similar arrangements during the latter years of the war helped us out of manpower shortages on the farms in a great many cases. It worked to the mutual advantage of both countries. With farm labour shortages again prevailing this year, and with a serious situation to be faced at harvest time, we look to the assistance we will receive from men and machines coming in from the United States, to give us a seriously needed helping hand."

Canadian Vocational Training

THE following types of projects are now carried on under Canadian Vocational Training by the Dominion Department of Labour in co-operation with the Provincial Governments:—

- (1) The vocational and pre-matriculation training of discharged members of the Forces.
- (2) Training of apprentices.
- (3) Retraining of workers released from employment.
- (4) Training of foremen and supervisors.
- (5) Training of young people and assistance to students.
- (6) Dominion financial assistance to the province for vocational schools.

Cumulative Enrolment

From its inception up to March 31, 1946, the gross enrolment in all types of projects has been 488,083 made up as follows:

Full-time Pre-employment classes for war industry	108,430
Part-time classes for persons employed in war industry.....	35,256
Full-time Plant Schools in industry..	38,000
Industrial Supervisors and Foremen..	114,649
R.C.A.F. Tradesmen	65,214
Army Tradesmen	49,262
Navy Tradesmen	9,056
Discharged Members of the Forces..	58,096
University Students	10,120

Training of Discharged Members of the Forces

The number of new trainees enrolled during the month in all types of training was 6,595, which was slightly less than the number of new trainees enrolled during the month of February.

The total under training at the end of March was 36,341, showing a gain of approximately 3,000 over the enrolment at the end of February.

Further progress has been made in securing supplies of capital equipment and tools, materials and supplies. Arrangements have been made to expand the training facilities by providing board and lodging accommodation at the training centres in North Sydney, Pictou, Windsor and Moncton. Although there are still substantial numbers of veterans awaiting training for certain occupations the size of the waiting list has been greatly reduced in most centres during the month.

The new co-operative arrangement with the National Employment Service offices for the expansion of training-on-the-job of the trainees is beginning to produce gratifying results, following increased publicity through the press and radio and by letters and personal contacts with individual employers

throughout the country. It is expected that the anticipated increase in industrial employment during the spring and summer months will provide still further training-on-the-job opportunities, and it may also reduce the number of veterans enrolled in pre-employment vocational classes.

Training of Civilian Apprentices

During the year there has been a substantial increase in the number of apprentices who are indentured to employers and registered in the various trades designated under the Provincial Apprenticeship Act. In the seven provinces with which the Dominion Department of Labour has an Apprenticeship Agreement, the number of apprentices so registered and indentured as of March 31, 1946, was:

Nova Scotia	113
New Brunswick	23
Ontario	2,869
Manitoba	144
Saskatchewan	92
Alberta	386
British Columbia	1,282

making a grand total of..... 4,909

The great majority of these apprentices are in the building and construction trades or in automobile repairing work. The number of designated trades is being gradually added to in the different provinces with purchase of apprenticeship varying from 2 to 5 years according to the trade.

Vocational Schools Assistance Agreement

Under this Agreement, which is operated in all provinces, the Dominion Department of Labour has allotted among the provinces an annual contribution of \$2,000,000, together with a special contribution for capital expenditures of buildings and equipment. These sums are utilized in sharing equally with the Provincial Government for expenditures incurred for vocational training in the regular secondary vocational schools. Projects have been submitted by all provinces for Dominion contribution. Owing to the shortage of building materials and machine tool equipment most of these projects for the fiscal year 1945-6 deal with operating and maintenance costs of the vocational schools, but several building projects for additional schools have been submitted by some of the provinces. These new buildings will be commenced in the spring of 1946 and will serve to expand the vocational training facilities available in many parts of the country.

TABLE 1.—REHABILITATION TRAINING OF DISCHARGED MEMBERS OF THE FORCES
TRAINING ON THE JOB IN INDUSTRY APRIL 1, 1945 TO MARCH 31, 1946

(Subject to Revision)

	NUMBERS IN TRAINING			COM- PLETIONS	WITH- DRAWALS
	From April 1/45 to Mar. 31/46	Enrolled in March	At End of March	From April 1/45 to Mar. 31/46	From April 1/45 to Mar. 31/46
Dominion Summary					
Men.....	9,603	1,432	7,227	1,046	1,330
Women.....	180	43	107	24	49
Total.....	9,783	1,475	7,334	1,070	1,379
Prince Edward Island					
Men.....	104	34	67	13	24
Women.....					
Total.....	104	34	67	13	24
Nova Scotia					
Men.....	215	46	173	29	13
Women.....	6	1	4	2	
Total.....	221	47	177	31	13
New Brunswick					
Men.....	166	23	122	24	20
Women.....	5	1	3	1	1
Total.....	171	24	125	25	21
Quebec					
Men.....	1,497	197	1,050	148	299
Women.....	21	5	10	2	9
Total.....	1,518	202	1,060	150	308
Ontario					
Men.....	4,356	641	3,562	296	498
Women.....	72	16	53	4	15
Total.....	4,428	657	3,615	300	513
Manitoba					
Men.....	973	123	727	115	131
Women.....	10	7	7	2	1
Total.....	983	130	734	117	132
Saskatchewan					
Men.....	417	52	290	83	44
Women.....	4	1	3	1	
Total.....	421	53	293	84	44
Alberta					
Men.....	848	172	532	145	171
Women.....	32	6	13	8	11
Total.....	880	178	545	153	182
British Columbia					
Men.....	1,027	144	704	193	130
Women.....	30	6	14	4	12
Total.....	1,057	150	718	197	142

TABLE 2.—REHABILITATION TRAINING IN CORRESPONDENCE COURSES AND PRE-MATRICULATION CLASSES APRIL 1, 1945 TO MARCH 31, 1946

(Subject to Revision)

	NUMBERS IN TRAINING			COM- PLETIONS	WITH- DRAWALS	
	From April 1/45 to Mar. 31/46	Enrolled in Mar.	At End of Mar.	From April 1/45 to Mar. 31/46	From April 1/45 to Mar. 31/46	
Dominion Summary						
Correspondence	Men.....	770	99	640	33	97
	Women.....	3		1	1	1
Pre-Matriculation	Men.....	14,492	1,638	9,627	3,408	1,458
	Women.....	331	54	239	51	40
Total.....		15,596	1,791	10,507	3,493	1,596
Prince Edward Island						
Correspondence	Men.....	4		4		
	Women.....					
Pre-Matriculation	Men.....	104	3	93	9	2
	Women.....	1		1		
Total.....		109	3	98	9	2
Nova Scotia						
Correspondence	Men.....	13	2	9	2	2
	Women.....					
Pre-Matriculation	Men.....	155		95	30	30
	Women.....	5		3	1	1
Total.....		173	2	107	33	33
New Brunswick						
Correspondence	Men.....	4				4
	Women.....					
Pre-Matriculation	Men.....	303	47	220	63	20
	Women.....	4		4		
Total.....		311	47	224	63	24
Quebec						
Correspondence	Men.....	95	13	66	3	26
	Women.....					
Pre-Matriculation	Men.....	1,214	10	1,062	85	67
	Women.....	3	1	3		
Total.....		1,312	24	1,131	88	93
Ontario						
Correspondence	Men.....	410	60	364	8	38
	Women.....	1				1
Pre-Matriculation	Men.....	6,783	1,045	4,591	1,463	730
	Women.....	129	28	92	25	11
Total.....		7,323	1,133	5,047	1,496	780
Manitoba						
Correspondence	Men.....	52	1	47	1	4
	Women.....					
Pre-Matriculation	Men.....	1,731	109	746	752	233
	Women.....	65	6	42	10	13
Total.....		1,848	116	835	763	250
Saskatchewan						
Correspondence	Men.....	62	11	54	5	3
	Women.....	1			1	
Pre-Matriculation	Men.....	1,435	128	937	346	152
	Women.....	60	9	48	3	9
Total.....		1,558	148	1,039	355	164
Alberta						
Correspondence	Men.....	77	12	57	5	15
	Women.....	1		1		
Pre-Matriculation	Men.....	1,780	294	1,235	378	167
	Women.....	33	9	24	7	2
Total.....		1,891	315	1,317	390	184
British Columbia						
Correspondence	Men.....	53		39	9	5
	Women.....					
Pre-Matriculation	Men.....	987	2	648	282	57
	Women.....	31	1	22	5	4
Total.....		1,071	3	709	296	66

TABLE 3.—REHABILITATION TRAINING IN SCHOOLS APRIL 1, 1945 TO MARCH 31, 1946

	NUMBERS IN TRAINING			PLACED IN EMPLOY- MENT	COM- PLETED BUT NOT REPORTED PLACED	WITH- DRAWALS
	From April 1/45 to Mar. 31/46	Enrolled in March	At End of March			
Dominion Summary						
Men.....	24,105	2,906	16,604	3,252	536	3,716
Women.....	3,188	423	1,896	600	106	589
Total.....	27,293	3,329	18,500	3,852	642	4,305
Prince Edward Island						
Men.....	86	13	59	7	9	10
Women.....	14	.....	8	2	3	2
Total.....	100	13	67	9	12	12
Nova Scotia						
Men.....	902	55	697	95	1	109
Women.....	61	4	51	2	.....	8
Total.....	963	59	748	97	1	117
New Brunswick						
Men.....	1,023	81	759	92	2	172
Women.....	97	11	58	13	1	25
Total.....	1,120	92	817	105	3	197
Quebec						
Men.....	4,602	594	3,434	284	79	805
Women.....	509	65	334	77	8	90
Total.....	5,111	659	3,768	361	87	895
Ontario						
Men.....	9,474	1,364	7,032	1,104	243	1,095
Women.....	1,068	154	663	173	43	189
Total.....	10,542	1,518	7,695	1,277	286	1,284
Manitoba						
Men.....	2,774	261	1,592	376	108	698
Women.....	387	59	200	80	3	104
Total.....	3,161	320	1,792	456	111	802
Saskatchewan						
Men.....	1,414	149	786	447	25	156
Women.....	263	25	156	70	11	26
Total.....	1,677	174	942	517	36	182
Alberta						
Men.....	2,142	167	1,266	351	21	504
Women.....	374	51	191	88	22	73
Total.....	2,516	218	1,457	439	43	577
British Columbia						
Men.....	1,688	222	979	496	48	167
Women.....	415	54	235	95	15	72
Total.....	2,103	276	1,214	591	63	239

*Activities of Unemployment Insurance Commission**

Statistical Analysis of Claims and Benefit—Registrations—The Fund— Decisions of Umpire—Administrative Board Appointed

DURING March the total applications filed for Unemployment Insurance benefit declined as compared with February, the totals being 50,706 and 59,098 respectively. In March, 1945 claims totalled 13,307. January of this year, with 71,932 claims, represents the high point so far in the monthly claims figures.

Similarly, the number of live claims at March 31 was fewer than the number at February 28. At the end of March, 154,820 persons (122,506 males and 32,314 females) had signed the live unemployment register during the preceding six days, whereas 161,997 persons (130,061 males and 31,936 females) signed during the last week of February and 27,110 persons (19,727 males and 7,383 females) had live claims at the end of March, 1945.

This net decrease in live claims is the result, however, of conflicting tendencies in the Province and sex breakdowns. For example, all three Maritime Provinces showed a moderate increase in live claims at March 31, as against February 28, the increase being attributable almost entirely to males. Quebec and Ontario accounted for the bulk of the decline, but in both provinces the number of females increased slightly. In Manitoba an increase of some 300 is composed almost entirely of males, whereas in Saskatchewan an increase of some 80 males and a decrease of about 40 females bring about a net increase of approximately 40. Alberta and British Columbia each account for some 1,200 of the net decrease with each sex being proportionately represented.

A total of 61,059 claims were adjudicated at Insurance offices during March, 48,875 being considered entitled to benefit and 12,184 not entitled to benefit. The chief reasons for

non-entitlement were "Insufficient contributions while in insurable employment" (6,409 cases), "voluntarily left employment without just cause" (3,469 cases) and "discharged for misconduct" (769 cases).

Insurance Registrations

Reports received from offices of the Unemployment Insurance Commission, showed that as at March 31, 1946, 3,225,201 employees were issued with Insurance books and had made contributions to the fund at one time or another since April 1, 1945, an increase of 69,443 since February 28, 1946.

As at March 31, 1946, 160,527 employers were registered as having insurable employees, an increase of 2,057 since February 28, 1946.

Registration to March 31, 1946 by regions are shown in Table I.

Unemployment Insurance Fund

Total employer-employee contributions for March amounting to \$6,001,917.86 were 17.1 per cent above the average for the previous eleven months due to the fact that employers were required to renew the insurance books of their employees at the end of March and contributions had to be brought up to date. In March last year employer-employee contributions amounted to \$5,818,040.05.

The upward trend in benefit payments continued during March when a new high figure of \$7,202,786.63 was reached. This represents an increase of \$1,302,064 over the figure for February. In March last year benefit payments amounted to \$1,226,536.48.

The net increase to the Fund during March this year amounted to \$558,615.39.

TABLE 1.—REGISTRATIONS TO MARCH 31, 1946

Region	Employers Registered (Live File)	Insured Persons Registered
Maritimes.....	12, 278	246, 919
Quebec.....	43, 388	961, 644
Ontario.....	59, 019	1, 267, 313
Prairie.....	29, 670	454, 036
Pacific.....	16, 172	295, 289
Total for Canada.....	160, 527	3, 225, 201

* Statistics (including tables) are based on returns supplied by the Unemployment Insurance Commission and the Dominion Bureau of Statistics.

TABLE 2.—NUMBER OF PERSONS FILING CLAIMS FOR UNEMPLOYMENT INSURANCE BENEFIT IN LOCAL OFFICES FEBRUARY, 1942 TO MARCH, 1946

	1942	1943	1944	1945	1946
January.....		4,637	11,751	20,412	71,932
February.....	663	4,822	12,284	14,990	59,098
March.....	4,124	5,046	10,667	13,307	50,706
April.....	2,925	3,953	6,463	8,430	
May.....	2,799	2,027	4,654	8,825	
June.....	4,629	1,772	3,226	10,857	
July.....	2,668	1,067	3,106	10,886	
August.....	1,855	1,370	3,241	20,557	
September.....	1,118	1,013	3,715	40,473	
October.....	1,058	1,475	6,222	36,717	
November.....	1,748	2,896	11,798	53,325	
December.....	3,337	6,562	13,770	57,612	
Total.....	26,924	36,660	90,897	296,391	181,736

TABLE 3.—CLAIMS FOR UNEMPLOYMENT INSURANCE BENEFIT BY PROVINCES, MARCH, 1946

Province	Claims Filed at Local Offices			Disposal of Claims (including claims pending from previous months)		
	Total	Initial	Renewal	Entitled to Benefit	Not Entitled to Benefit	Pending
Prince Edward Island.....	261	231	30	211	59	189
Nova Scotia.....	2,682	2,044	638	2,188	374	1,337
New Brunswick.....	1,782	1,517	265	1,141	293	881
Quebec.....	17,206	13,391	3,815	17,072	5,054	4,582
Ontario.....	17,193	13,604	3,589	18,305	3,918	3,529
Manitoba.....	3,261	2,645	616	2,449	564	1,189
Saskatchewan.....	1,348	1,155	193	1,276	329	132
Alberta.....	1,802	1,506	296	1,453	334	488
British Columbia.....	5,171	4,230	941	4,759	1,259	1,430
Total, Canada, March, 1946.....	50,706	40,323	10,383	48,875	12,184	13,757
Total, Canada, February, 1946.....	59,098	47,572	11,526	49,464	13,253	22,335
Total, Canada, March, 1945.....	13,307	11,039	2,268	12,457	2,731	4,064

TABLE 4.—CLAIMANTS NOT ENTITLED TO UNEMPLOYMENT INSURANCE BENEFIT WITH CHIEF REASONS FOR NON-ENTITLEMENT

Reasons for Non-Entitlement	Month of March, 1945	Month of March, 1946	Cumulative Total for Current Fiscal Year ending March 31, 1946
Insufficient contributions and not in insurable employment.....	1,025	6,409	38,702
Not capable of and not available for work.....	62	213	1,268
Loss of work due to a labour dispute.....		569	4,303
Refused offer of work and neglected opportunity to work.....	137	164	868
Discharged for misconduct.....	334	769	5,462
Voluntarily left employment without just cause.....	1,046	3,469	21,931
Other reasons ⁽¹⁾	127	591	3,747
Total.....	2,731	12,184	76,281

(1) These include: Claims not made in prescribed manner; claimants not unemployed; failure to carry out written directions claimants being in class "O" contributions; claimants being inmates of prisons, etc.

TABLE 5.—NUMBER OF PERSONS RECEIVING UNEMPLOYMENT INSURANCE BENEFIT, AMOUNT OF BENEFIT PAID, MARCH, 1946

Province	Number Receiving Benefit During Month	Number Commencing Benefit During Month	Number of Days Benefit Paid	Amount of Benefit Paid
				\$
Prince Edward Island.....	571	224	13,430	25,321
Nova Scotia.....	6,555	2,034	141,461	292,592
New Brunswick.....	2,360	1,226	51,576	101,499
Quebec.....	55,272	16,919	1,409,382	2,821,911
Ontario.....	52,762	17,382	1,025,665	2,287,691
Manitoba.....	8,766	2,816	183,795	358,396
Saskatchewan.....	3,681	1,242	80,685	154,970
Alberta.....	5,422	1,836	112,872	228,228
British Columbia.....	20,791	5,808	443,034	934,656
Total, Canada, March, 1946.....	156,180	49,487	3,461,900	7,205,264
Total, Canada, February, 1946.....	139,222	53,331	2,901,809	5,902,879
Total, Canada, March, 1945.....	32,153	16,832	783,399	1,523,429

TABLE 6.—ACTIVE CLAIMANTS FOR BENEFIT BY OCCUPATIONS AS AT MARCH 31, 1946

Occupational Groups	Male	Female	Total
Professional and Managerial Workers.....	2,712	516	3,228
Clerical Workers.....	6,602	7,122	13,724
Sales Workers.....	3,739	4,461	8,200
Service Workers.....	7,058	3,172	10,230
Agricultural Workers and Fishermen.....	1,212	340	1,552
Food Workers.....	869	.....	869
Textile and Clothing Workers.....	535	1,989	2,524
Loggers.....	144	.....	144
Sawmill and Wood Operators.....	771	.....	771
Printing Workers.....	317	.....	317
Shoe and Leather Workers.....	434	.....	434
Stone, Clay and Glass Workers.....	102	.....	102
Electrical Workers.....	2,131	.....	2,131
Coal Miners.....	163	.....	163
Other Miners (except coal).....	179	.....	179
Construction Workers (except carpenters).....	4,527	.....	4,527
Carpenters.....	6,272	.....	6,272
Machine Shop Workers and Operators.....	7,196	.....	7,196
Sheet Metal Workers.....	862	77	939
Foundry, Smelter and other Metal Workers.....	6,800	1,321	8,121
Miscellaneous Skilled Workers.....	15,055	3,504	18,559
Automobile and Other Mechanics.....	2,580	.....	2,580
Miscellaneous Unskilled Workers—Heavy Labour.....	23,153	.....	23,153
Miscellaneous Unskilled Workers—Light Labour.....	29,093	9,812	38,905
Totals.....	122,506	32,314	*154,820

* This figure includes 5,266 ex-service personnel who are ordinary claimants. Short-time and casual claimants are not included in this figure. There are: 1,978 short-time claimants, 102 of whom are ex-service personnel; 194 casual claimants 13 of whom are ex-service personnel.

TABLE 7.—SUMMARY OF ACTIVE CLAIMANTS, UNEMPLOYMENT INSURANCE BENEFIT BY SEX AND BY AGE GROUPS, AS AT MARCH 31, 1946

	19 and under		20-29		30-44		45-54		55-59		60 up		TOTALS		
	M	F	M	F	M	F	M	F	M	F	M	F	Males	Females	Total
CANADA....	9,343	3,116	24,586	15,672	34,432	9,915	20,856	3,081	10,883	761	22,406	507	122,506	32,314	154,820

TABLE 8.—UNEMPLOYMENT INSURANCE FUND
STATEMENT OF REVENUE AND EXPENDITURE FOR THE PERIOD JULY 1, 1941 TO MARCH 31, 1946
REVENUE

EXPENDITURE

Year ended Dec. 31	CONTRIBUTIONS (Gross Less Refunds)										Interest on Investments and Profit on Sale of Securities	Total Revenue	Benefit Payments	Balance in Fund	
	Stamps	Meter	Bulk	Miscellaneous	Total Employer and Employee	Government									
							\$	\$	\$	\$					\$
1941.....	14,058,205 22	4,240,363 34	4,388,102 15	44 17	23,586,804 88	4,417,360 97					105,890 48	28,410,056 33	Nil	28,410,056 33	
1942.....	29,869,303 09	13,065,439 53	12,160,612 35	1,231 80	55,097,086 77	11,019,417 36					1,303,097 53	67,419,601 66	349,655 94	95,480,002 05	
1943.....	30,872,715 87	13,368,409 03	16,155,142 06	1,659 10	60,397,926 16	12,079,585 22					3,483,839 20	76,961,350 58	929,219 33	170,512,133 30	
1944.....	32,902,037 68	12,347,593 70	19,032,283 17	2,459 99	64,284,374 54	12,856,874 91					5,682,644 52	82,773,893 97	3,265,707 67	250,020,319 60	
1945.....	39,987,198 91	11,089,127 55	17,007,057 23	3,668 67	62,087,052 39	12,417,410 49					5,974,265 63	80,478,728 48	14,561,475 71	315,937,572 87	
1946															
January.....	3,072,412 85	933,643 42	1,302,300 04	228 68	5,308,584 99	1,061,717 00					561,077 29	6,931,379 28	4,492,081 25	318,376,870 40	
February.....	2,709,440 32	850,755 37	1,248,490 30	161 74	4,808,647 73	961,769 55					563,763 89	6,334,371 17	5,900,722 63	318,810,518 94	
March.....	3,721,196 38	905,690 08	1,374,998 48	32 92	6,001,917 86	1,200,383 57					559,100 59	7,761,402 02	7,202,786 63	319,369,134 33	
Grand Total.....	152,093,010 42	56,801,022 02	72,669,075 78	9,487 07	281,572,595 29	56,314,519 07					18,183,669 13	356,070,783 49	36,701,649 16	319,369,134 33	

The Column "Interest on Investments and Profit on Sale of Securities" represents—

(a) The exact amount of interest earned for each year; the approximate amount for each month in 1946, calculations being made on the basis of the "Average Weighted Yield" of 2.23% as at December 31, 1945.

(b) Profit on sale of securities taken into account at the end of each policy year only.

The "Miscellaneous" column includes Penalties..... \$ 6,287 65
The "Bulk" column includes Contributions for Armed Service [Miscellaneous]..... \$ 3,199 42

\$ 9,487 07

Figures for March 1946 are subject to adjustment.

Digest of Selected Decisions of the Umpire Under the Unemployment Insurance Act, 1940

THE Unemployment Insurance Commission submits the following digest of selected decisions in appeals heard by the Umpire under the Provisions of the Unemployment Insurance Act, 1940, and its amendments. These cases are an extension of the series commenced in the April, 1945 number of the *LABOUR GAZETTE* and continued in each of the succeeding issues. They are selected on the basis of their possible precedent value for the determination of questions which may, from time to time, confront Insurance Officers and Courts of Referees. In addition, they provide a medium for presenting to employers and employees alike brief statements of the principles upon which insurance against unemployment operates in Canada and of actual facts in specific cases coming before the Umpire on appeal.

The selected decisions are being published in two series: (1) Benefit cases, designated CU-B and (2) Coverage cases, CU-C

CU-B 40

(June 15th, 1945)

The claimant left his employment voluntarily because he was not satisfied with his wages and conditions of work, and his employer refused to transfer him to another department. He was disqualified by the Insurance Officer—HELD: As the Court of Referees had the opportunity of hearing both the claimant and the claimant's employer and was satisfied that the claimant left his employment voluntarily without just cause, the Umpire finds no reasons to disturb the decision.

The material facts of the case are as follows:

The claimant, a married man, aged 53 years, was employed as a clerk by one of the Armed Forces at a salary of \$114.12 per month from October 23rd, 1944 to December 30th, 1944, when he left his employment voluntarily because he was not satisfied with his wages and the conditions of work and because the employer allegedly refused to transfer him to another department.

The claim was disallowed by the Insurance Officer and the claimant disqualified for a period of six weeks beginning on December 30th, 1944, on the ground that he had left his employment voluntarily without just cause.

From this decision the claimant appealed to a Court of Referees and was granted an oral hearing. The Court of Referees unanimously disqualified the claimant from De-

cember 31st, 1944, on the ground that the claimant had voluntarily left his employment without just cause and that, even had he not left his employment, he would have been dismissed for cause.

The claimant applied for leave to appeal to the Umpire. The Chairman granted the appeal, giving as his reason: "In order to clarify the case."

DECISION

The Umpire's decision was that the claim should be disallowed and gave as his reasons:

The Court of Referees' decision recites that the claimant left his employment of his own volition after his employers advised him of their intention to dismiss him for various reasons, among which were "insubordination" and failure to fulfil his duties in a satisfactory manner. The Court of Referees is satisfied that the representatives of the Armed Force involved established that the claimant was guilty of insubordination in refusing to obey the directions of his superiors. The Court found, as a matter of fact, that the evidence adduced established that the claimant's services were quite unsatisfactory.

The Court of Referees, having had the opportunity of hearing the claimant and the claimant's employers, came to the unanimous conclusion that the claimant should be disqualified on the ground that he left his employment voluntarily without just cause. I find no reason to disturb this decision.

CU-B 46

(July 13th, 1945)

The claimant, a married woman aged 24, formerly employed as a packer in a biscuit factory, was employed during the war as a sheet metal worker in an aircraft plant. She was laid off and applied for benefit. Four months later she was notified of a position as a packer in a biscuit factory at wages lower than that which she received at the war plant. She refused and was disqualified by the Insurance Officer—HELD: In this case a reasonable time had elapsed for the employment offered not to be deemed unsuitable only on account of the wage factor, as they were at the prevailing rate of the district.

The material facts of the case are as follows:—

The claimant, a married woman, aged 24 years, was employed as a sheet metal worker in an aircraft plant at a rate of sixty-five cents

per hour from May, 1942 to December 18, 1944, when she was laid off.

On December 20, 1944, the claimant filed an application for benefit and her claim was allowed. The claimant received benefit from December 20, 1944 until April 14, 1945, when she was notified by telephone by the local office of the Commission of a vacant situation as a packer in a biscuit factory at a rate of thirty-two cents per hour. The next day the claimant refused to apply for the position offered, stating that she did not feel the job was suitable, as the wages were too low. The record before me also indicates that prior to the refusal of employment just mentioned the claimant had also been offered employment as a sheet metal helper at a steel plant and had refused that employment. The Insurance Officer was of the opinion that the employment offered at the biscuit factory was suitable employment in view of the fact that the claimant had been unemployed for four months.

The Insurance Officer disallowed her claim and disqualified her from receipt of benefit for a period of six weeks ending May 25, 1945.

The claimant appealed to a Court of Referees and the Court decided that in view of the change in occupation from that of a highly-skilled worker to that of an unskilled worker and in view of the considerable reduction in remuneration which the Court described as "too precipitate", the employment offered to the claimant was not suitable.

The Insurance Officer appealed to the Umpire from the decision of the Court of Referees.

DECISION

The Umpire's decision was that the claim should be disallowed and gave as his reasons that:

The appeal is of unusual interest and importance and perhaps it is the forerunner of a number of problems arising out of the transition from a wartime economy to a peacetime economy. Prior to her employment in the aircraft factory the claimant had been employed for some nine months as a packer in a biscuit factory. Then as a consequence of the change brought about in Canadian manufacturing as a result of the state of war she succeeded in obtaining employment in an aircraft plant and continued in that employment as a sheet metal worker for a little over two and one-half years. In her wartime employment in the aircraft factory she received a very considerably higher rate of remuneration than she had obtained in previous employment. In

December of 1944, as a result of a change and reduction in this particular branch of war manufacturing, she was laid off. While the claimant was unemployed, the local office in accordance with usual practice attempted to find other suitable employment for her but as a result of the reduction in war production in the district there was little or no prospect of finding for the claimant similar employment at the corresponding rate of remuneration. This became more and more evident as the period of unemployment lengthened. The local office apparently considered that a sufficient time had elapsed to conclude that there was really no prospect remaining of placing the claimant in the same type of employment and at the same rate of remuneration as she had enjoyed during the wartime expansion of Canadian industry and therefore offered her employment similar to that in which she had been engaged prior to taking this wartime employment. I note in the record that the claimant had become married in the fall of 1944 and presumably this made it impracticable to suggest that she take employment elsewhere.

Ordinarily, and in accordance with the provisions of the Act, the local office must in the first instance attempt to place the insured person in employment in his usual occupation at his usual wages and under conditions not less favourable than those observed by agreement between employers and employees or than those recognized by good employers. If such employment is not available, then the next alternative is to try to place the applicant in some other occupation at the usual wages and under conditions not less favourable than those in the usual occupation. Then the Act goes on to provide in the proviso to Section 31 that after the lapse of such an interval from the date on which the insured person becomes unemployed, as in the circumstances of the case is reasonable, employment in some other occupation and at a lower rate of remuneration may be offered provided the wages are not lower and the conditions not less favourable than those observed by agreement or than those recognized by good employers.

The question then is, firstly, was there suitable employment available in the claimant's usual occupation and at her usual rate of remuneration or, secondly, was employment available in some other occupation at the usual rate of remuneration? On the record it is amply evident that the answer to both these questions is "no". Then the remaining question is whether a reasonable time had elapsed since the claimant became unemployed and the evidence before me would seem to indicate clearly that the answer

must be in the affirmative. There had been an expansion of war production but in this particular area and in this particular industry the expansion had apparently come to an end and a reduction became necessary. During the period while the claimant was unemployed there was ample time to determine whether there was any reasonable prospect of placing the claimant either in the type of employment in which she had most recently been engaged or in some other occupation paying a similar rate of remuneration. When it became evident that there was no reasonable prospect of placing the claimant

in such employment it seems to me quite proper that the local office looked at the claimant's previous employment record in order to determine what her previous employment history had been and to determine what was now suitable employment in light of the changed conditions brought about by reduced war production. It is not possible, nor do I think it would be advisable, to lay down any general rules as to what is a reasonable time as this must necessarily depend on the particular circumstances existing in each case. In the case before me I am satisfied that a reasonable time had elapsed.

To Co-ordinate Activities of Department of Labour and those of Unemployment Insurance Commission

UNDER date of April 2, 1946, Order in Council 1271 made provision "for the proper co-ordination of the activities of the Department of Labour with those of the Unemployment Insurance Commission." All matters of common interest were included under the Order, such as labour supply, employment and training of unemployed persons, reinstatement in civil employment of members of the Armed Forces and other questions in the field of employer and employee relations.

For this purpose the Order set up an Administrative Board, Department of Labour, comprised of the following members: The Deputy Minister of Labour (Chairman); A. H. Brown, Assistant to the Deputy Minister of Labour (Vice-Chairman); The Chairman of the Unemployment Insurance Commission; R. J. Tallon, member of the Unemployment Insurance Commission; M. M. Maclean, Assistant to the Deputy Minister and Director of Industrial Relations, Department of Labour; R. F. Thompson, Director of Vocational Training, Department of Labour; H. A. Black, Chief Administrative Officer, Department of Labour; Byron F. Wood, Director of Rehabilitation, Department of Labour; S. H. McLaren, Chief Executive Officer Unemployment Insurance Commission; Harry H. Hereford, assistant to the Deputy Minister of Labour. The Board may add to its members with the approval of the Minister of Labour.

The functions of the Board are to make provision for the proper co-ordination of the activities of the Department of Labour and those of the Unemployment Insurance Commission in all matters of common interest, including labour supply, employment and training of unemployed persons.

"(a) The duties and responsibilities of the Administration Board shall be to co-ordinate the various activities of common interest of the Department of Labour and of the Unemployment Insurance Commission under the Unemployment Insurance Act or otherwise carried on by the Commission for or under the direction of the Minister of Labour; and in particular and without restricting the generality of the foregoing, this shall include matters relating to labour supply, employment, vocational training, reinstatement of members of the Armed Forces in civil employment and other matters relating to employer and employee relations.

"(b) The Board may make recommendations to the Minister of Labour or the Unemployment Insurance Commission as the circumstances warrant and as it deems advisable in the discharge of its duties and responsibilities which recommendations, however, shall not be acted upon until approved by the Minister."

Employment, Hours and Earnings

Summary

REPORTS received in the Department of Labour during the past month gave the following information concerning employment, hours and earnings in Canada.

Canadian Labour Force, February, 1946.—Unemployment in Canada reached an estimated 213,000, by February 23, an increase of 40,000 over the level three months earlier, a labour force survey of the Dominion Bureau of Statistics showed. The increase was confined almost wholly to men; the unemployment rate for women remaining relatively level although a decrease of 136,000 in the total female force was recorded. The male labour force increased by about 125,000, principally through the return of soldiers to civilian life.

Employment at the beginning of March, 1946.—Industrial employment showed a moderate contraction at March 1, but the decline was decidedly smaller than the loss reported at February 1 covering the month of January, according to reports received by the Dominion Bureau of Statistics.

The relatively slight shrinkage in industrial employment lowered the index, on the 1926 base, from 167·2 at February 1, to 166·9 at March 1, as compared with 178·2 a year earlier. The seasonally-corrected figure showed little change, being 173·7 at February 1 and 173·9 at March 1. The 15,644 establishments reporting had a combined working force of 1,702,983 men and women, a reduction of 2,522 persons, or 0·1 per cent, during the month.

Claims for unemployment insurance benefit.—During March, 50,706 claims were filed in local employment offices for unemployment insurance benefit, a decrease of 8,392 from the previous month. There were 156,180 receiving benefit in March as compared with 139,222 a month earlier. For the last six days of March, 154,820 persons signed the live unemployment insurance register. (N.B. Benefit is paid only to those who had been employed in insurable employment and who comply with the statutory conditions.)

Employment situation at April 25, 1946, as reported by Employment Offices.—Unemployment, as measured by unplaced

applicants registered at employment offices, dropped considerably during the month of April, although demobilization continued at a high level. At April 25, the number of unplaced applicants numbered 247,751, as compared with 263,215 five weeks earlier.

On the other hand labour demand increased markedly during April. The number of positions vacant (exclusive of agriculture) was 98,781 at April 25, an increase of 26 per cent from March 20.

Man-hours and hourly earnings, March 1, 1946.—Average hours per week worked by hourly-rated wage-earners employed in manufacturing was 44 hours during the week preceding March 1. The average hourly earnings were 67·9 cents.

Applications for employment: vacancies and placements; March, 1946.—Reports received from the National Employment Service Offices of the Unemployment Insurance Commission during the four weeks March 1 to March 28, 1946, showed a fairly substantial gain in the average number of placements made daily when compared with the previous four weeks ending February 28, and a sharp decline when compared with the four-week period March 2, to March 29, 1945. During the period under review there were 129,539 vacancies reported, 151,501 applications for employment and 57,078 placements effected in regular and casual employment.

Unemployment in trade unions at the close of the quarter ending March 31, 1946.—Returns from 2,463 local unions in Canada with a combined membership of 414,487 indicated an unemployment percentage of 1·9 at the end of the first quarter of 1946. At the end of December, 1945, 2,460 locals with a total of 410,089 members reported 3·0 per cent unemployed, while in March, 1945, 2,337 locals representing 421,779 members, registered 0·7 per cent unemployment.

Survey of civilian labour force.—The second in a series of quarterly surveys of the civilian labour force undertaken by the Dominion Bureau of Statistics indicates that at February 23, 1946, 4,525,000 were employed, while the number of unemployed was estimated to be 213,000 making a total labour force of 4,738,000.

Canadian Labour Force, February, 1946

Second Survey Undertaken by Dominion Bureau of Statistics

THE second labour force survey of the Dominion Bureau of Statistics shows that unemployment in Canada had reached an estimated 213,000 by February 23, an increase of 40,000 over the level three months earlier. (The first such survey was summarized in the January *LABOUR GAZETTE*, p. 73.)

The increase in unemployment was confined almost wholly to men, male unemployment being estimated at 179,000, while unemployment among women remained almost the same at about 34,000.

At the same time, the number of women in the labour force (the total of the employed and the unemployed) fell by 136,000, indicative of the retirement of women from the labour market on a fairly large scale. On the other hand, the male labour force grew by about 125,000, an increase to be accounted for principally by the return of soldiers to civilian life.

Male employment rose by over 80,000 to a level of 3,332,000, while the number of women employed decreased by over 130,000. Although the changes in the levels of employment and the labour force may be partly a result of seasonal factors, the rapid influx of demobilized personnel into the labour market makes it difficult to estimate the influence of seasonal variation.

The primary aim of the labour force surveys is to provide quarterly an exhaustive classification of all civilians in Canada over 14 years of age and not living in institutions, according to their status in the labour market.

The classification is based on the activity or status of a person in a specified week, and not on normal or usual activity over a longer period. This approach is useful in showing the short-term changes in the labour force and its components. All persons are included in one of the following groups:—

1. *Working*: In general, anyone who works one hour or more in the survey week for pay or profit or who does unpaid work, which contributes to the operation of a farm or business operated by a relative, is classed as working. An exception to this rule is that unpaid female family workers on farms are not classed as working unless they do more than 20 hours work in the week which contributes to the operation of the farm as distinct from the farm household.

2. *Unemployed*: The unemployed group comprises those who were looking for work

in the survey week, but who did no work. To be classed as looking for work, a person must be making active efforts to obtain a job or begin a business, for example by registering at an employment office or placing and answering advertisements. Those who have been laid off without instructions to return to work within 30 days, and are not actively seeking work in the expectation of returning to their old jobs are classed as unemployed. Included also are those who are sufficiently familiar with the conditions of the labour market in their community to know that no suitable work is available.

3. *With a job but not at work*: This category refers to anyone who had a job or business but did not work during the survey week because of illness, bad weather, vacation, labour dispute, or temporary layoff with definite instructions to return to work within 30 days of being laid off.

4. *Non-workers*: Persons in this class fall outside the labour force, in the sense that they are not in any of the above classes. The largest group among the non-workers are those who are keeping house. There is, of course, no implication in the term "non-worker" that persons in this group are idle. In addition, this class includes persons who are too old or permanently unable to work, those who are going to school, retired or voluntarily idle persons and a residual group classed as "other", containing for example, those who work for charitable organizations without pay, or recently discharged veterans who have not resumed their usual civilian activities.

Often, persons will have a dual status in the labour market. For example, students or housewives may also work part-time, or a person looking for work may also perform some work. In such cases, they are classed according to the activity which is highest on the above list. That is, if a person works this takes priority over any lower classification, or if a person is looking for work, in addition to being classed in a lower group, he is regarded as unemployed.

It should be understood that the labour force statistics here presented are all subject to sampling error. In general, the smaller the estimate, the larger is the relative sampling error. For this reason, caution should be exercised in interpreting the smaller population classes which are shown.

TABLE 1.—CANADIAN LABOUR FORCE
(Thousands of persons 14 years of age and over)

	Nov. 17, 1945			Feb. 23, 1946		
	Male	Female	Total	Male	Female	Total
In labour force	3,388	1,150	4,538	3,511	1,014	4,525
Employed	3,249	1,117	4,366	3,332	980	4,312
Agriculture.....	889	167	1,056	985	98	1,083
Forestry, fishing and trapping.....	107	*	111	132	*	134
Mining.....	67	*	69	69	*	71
Manufacturing.....	919	272	1,191	928	253	1,181
Construction.....	179	*	184	151	*	154
Transportation and communication.....	296	40	336	284	38	322
Trade, finance and insurance.....	416	246	662	407	228	635
Service.....	376	381	757	376	356	732
Unemployed	139	33	172	179	34	213
Nonworkers	645	3,147	3,792	704	3,309	4,013
Permanently unable or too old to work.....	141	114	255	157	132	289
Keeping house.....	14	2,618	2,632	*	2,731	2,733
Going to school.....	292	283	575	327	311	638
Retired or voluntarily idle.....	177	122	299	192	125	317
Other.....	21	10	31	26	10	36

* Less than 5,000.

† A high proportion of those classified as "other" are recently discharged veterans, who are not looking for work, but who have not resumed their normal civilian activities since being discharged.

TABLE 2.—EMPLOYMENT¹ AND UNEMPLOYMENT BY REGION AND SEX
(Thousands of persons 14 years of age and over)

	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia	Canada
Employed—						
MEN—						
Nov. 17, 1945.....	295	941	1,081	671	261	3,249
Feb. 23, 1946.....	302	945	1,125	685	275	3,332
WOMEN—						
Nov. 17, 1945.....	75	306	423	233	80	1,117
Feb. 23, 1946.....	70	261	379	192	78	980
BOTH—						
Nov. 17, 1945.....	370	1,247	1,504	904	341	4,366
Feb. 23, 1946.....	372	1,206	1,504	877	353	4,312
Unemployed—						
BOTH—						
Nov. 17, 1945.....	17	63	53	23	16	172
Feb. 23, 1946.....	27	75	56	34	21	213

¹ Persons with jobs at which they did not work during the survey week because of illness, labour disputes, bad weather, holidays, or temporary layoff with definite instructions to return to work within 30 days are included among the employed.

TABLE 3.—EMPLOYMENT AND UNEMPLOYMENT BY AGE GROUPS
(Thousands of persons)

	14-19	20-24	25-44	45-64	65 and over
Employed—					
Nov. 17, 1945.....	549	533	1,844	1,213	227
Feb. 23, 1946.....	505	588	1,834	1,179	206
Unemployed—					
Nov. 17, 1945.....	42	36	59	28	7
Feb. 23, 1946.....	41	42	82	39	9

TABLE 4.—DISTRIBUTION OF UNEMPLOYED BY NUMBER OF MONTHS LOOKING FOR WORK
(Thousands of persons 14 years of age and over)

	Under 1	1-3	4-6	7-12	Over a year
Nov. 17, 1945.....	27	114	23	5	1
Feb. 23, 1946.....	22	131	47	12	1

¹ The number of unemployed looking for work for more than one year is estimated to be less than 5,000.

TABLE 5.—NUMBER OF HOURS WORKED PER WEEK
(Thousands of persons 14 years of age and over)

	0 ¹	1-14	15-24	25-34	35-44	45-54	55 and over
Agricultural							
MEN—							
Feb. 23, 1946.....	12	24	29	42	86	199	593
WOMEN—							
Feb. 23, 1946.....	2	10	27	20	16	10	14
BOTH—							
Feb. 23, 1946.....	13	34	56	62	102	209	607
Non-Agricultural							
MEN—							
Feb. 23, 1946.....	74	23	34	43	694	1,125	354
WOMEN—							
Feb. 23, 1946.....	18	28	47	56	382	275	76
BOTH—							
Feb. 23, 1946.....	92	51	81	99	1,076	1,400	430

¹ Included in the employed are those who had a job or business in the survey week but did not work because of illness, bad weather, vacation, labour dispute or temporary layoff with instructions to return to work within 30 days of layoff and who are, therefore, classed as working zero hours per week.

² Less than 5,000.

TABLE 6.—OCCUPATIONAL STATUS OF EMPLOYED PERSONS (NON-AGRICULTURAL) IN CANADA
BY SEX

(Thousands of persons 14 years of age and over)

	Paid workers for private employers	Paid workers for government ¹	Own-account workers with own business or profession ²	Employers with own business or profession ²	Unpaid family workers in business
MEN—					
Nov. 17, 1945.....	1,766	222	237	119	16
Feb. 23, 1946.....	1,752	219	244	121	11
WOMEN—					
Nov. 17, 1945.....	730	124	52	10	34
Feb. 23, 1946.....	678	122	46	3	27
BOTH—					
Nov. 17, 1945.....	2,496	346	289	129	50
Feb. 23, 1946.....	2,430	341	290	130	38

¹ Federal, provincial or local.

² The distinction between an own-account worker and an employer is that the latter has one or more paid employers, while the former has none.

Employment and Payrolls at the Beginning of March, 1946

INDUSTRIAL employment throughout the Dominion showed a further moderate contraction at March 1, in a seasonal movement which did not greatly differ in extent from that indicated as normal in the experience of the period since 1920. The decline was decidedly smaller than the loss reported at February 1 as compared with a month earlier, being also less than that at March 1 of last year. The 15,644 establishments co-operating in the Dominion Bureau of Statistics' latest survey of employment and payrolls had a combined working force of 1,702,983 men and women. As compared with 1,705,505 at February 1, there was a reduction of 2,522 persons, or 0.1 per cent. On the other hand, the weekly salaries and wages paid at the date under review, aggregating \$55,249,434, showed an increase of 1.3 per cent over the amounts disbursed by the same firms at the beginning of February.

The relatively slight shrinkage in industrial employment lowered the index, on the 1926 base, from 167.2 at February 1, to 166.9 at the date under review, as compared with 178.2 a year ago. The seasonally-corrected figure showed little change, being 173.7 at February 1, and 173.9 at March 1.

There was a small recession of a contra-seasonal character in manufacturing at the

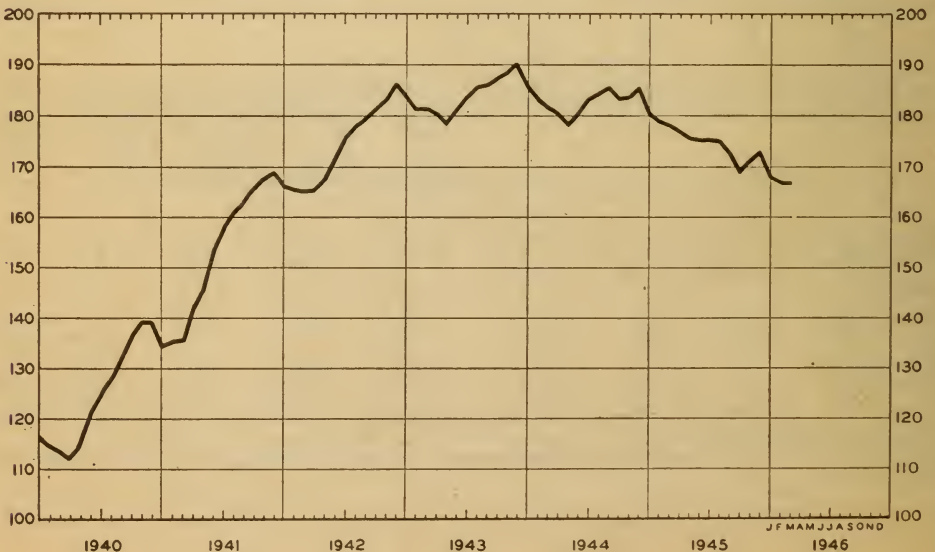
beginning of March, repeating the experience at the same date in 1945 and 1944; these three are the only years in the record in which the trend at March 1 has been downward. The general loss was not on a large scale, approximately 1,300 persons having been released since February 1. The most pronounced declines took place in animal-food factories, mainly in the meat-processing division, in which seasonal inactivity was a factor; the contraction was greater than usual for the time of year, although it was rather smaller than that indicated at March 1, 1945. There was also a fairly large reduction in iron and steel works, resulting, in the main, from shortage of materials brought about by the steel strike in the United States. Among the non-manufacturing classes, logging, transportation and construction and maintenance showed curtailment, chiefly of a seasonal character. There was little general change in services, while in mining, communications and trade, expansion was reported. The advances were contrary to the usual movements in these industries at the beginning of March.

Payrolls

As already stated, the weekly payrolls reported at March 1 totalled \$55,249,434, as

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.



compared with \$54,520,508 distributed by the same firms on or about February 1. The gain amounted to \$728,926, or 1.3 per cent. The average earnings of the typical individual in recorded employment were \$32.44, as compared with \$31.97 at February 1, 1946, and \$32.81 at March 1, 1945; in earlier years for which data are available, the March 1 figures were as follows:—1944, \$32.27; 1943, \$30.72, and 1942, \$27.92.

The latest survey shows that, when the statistics for financial institutions are included, the total number of persons in recorded employment was 1,775,381, as compared with 1,775,931 a month earlier. The salaries and wages paid to these employees were given as \$57,769,968 at March 1 and \$56,932,324 at February 1. The per capita weekly earnings in the nine main industries, including finance, were \$32.54 at the date under review, as compared with \$32.06 at the beginning of February, and \$32.81 at March 1, 1945.

Table II summarizes the latest statistics of employment and payrolls for the main industrial groups, the provinces and economic areas, and the leading industrial cities, and gives comparisons as at February 1, 1946, and March 1, 1945. Table I gives a monthly record for the eight leading industries as a whole, and for manufacturing, showing the movements of employment and payrolls in the period since 1942.

The index numbers of payrolls are based on the amounts disbursed by the co-operating firms at June 1, 1941, as 100. To facilitate comparisons of the trends of employment and payrolls, the indexes of employment have been converted from their original base, 1926=100, to June 1, 1941, as 100. Table I indicates that during the period of observation, there has been a general increase of 9.3 per cent in the number of persons in recorded employment in the eight leading industrial groups, while the aggregate weekly earnings of these workers have risen by 37.3 per cent; including finance, the gain in

TABLE I—INDEX NUMBERS OF EMPLOYMENT AND PAYROLLS, BASED ON JUNE 1, 1941=100, TOGETHER WITH PER CAPITA WEEKLY EARNINGS

(The latest figures are subject to revision)

Date	Eight Leading Industries			Manufacturing		
	Index Numbers of		Per Capita Earnings	Index Numbers of		Per Capita Earnings
	Employment	Aggregate Payrolls		Employment	Aggregate Payrolls	
Jan. 1, 1943.....	120.1	131.7	\$27.92	130.7	142.5	\$28.11
Feb. 1.....	118.5	139.3	29.96	132.2	157.0	30.65
Mar. 1.....	118.6	143.0	30.72	133.0	162.1	31.49
Apr. 1.....	118.1	144.1	31.14	133.5	164.3	31.81
May 1.....	116.5	139.6	30.59	132.7	159.5	31.09
June 1.....	118.5	143.4	30.93	133.5	163.1	31.62
July 1.....	120.1	145.5	30.97	134.8	164.7	31.62
Aug. 1.....	121.6	147.5	31.06	135.5	166.2	31.77
Sept. 1.....	121.8	148.7	31.30	136.8	169.0	32.03
Oct. 1.....	122.6	150.8	31.53	137.7	171.9	32.37
Nov. 1.....	123.4	152.0	31.60	137.4	172.7	32.62
Dec. 1.....	124.6	153.4	31.61	137.4	174.0	32.86
Jan. 1, 1944.....	121.5	140.4	29.69	134.8	156.5	30.18
Feb. 1.....	119.8	148.1	31.76	135.3	170.6	32.78
Mar. 1.....	118.8	149.1	32.27	134.8	172.2	33.23
Apr. 1.....	118.1	148.6	32.37	134.2	171.7	33.28
May 1.....	116.5	146.2	32.26	132.9	168.1	32.92
June 1.....	118.1	146.0	31.80	132.8	166.7	32.64
July 1.....	120.0	148.1	31.72	134.4	167.7	32.44
Aug. 1.....	120.7	148.4	31.63	133.9	166.8	32.38
Sept. 1.....	121.5	149.6	31.69	134.6	168.6	32.55
Oct. 1.....	120.0	151.0	32.36	133.2	169.2	32.02
Nov. 1.....	120.4	151.0	32.29	131.7	168.1	33.20
Dec. 1.....	121.6	152.1	32.19	131.0	168.0	33.35
Jan. 1, 1945.....	118.1	138.1	30.10	126.6	147.1	30.22
Feb. 1.....	117.2	146.4	32.15	128.0	162.6	33.06
Mar. 1.....	116.7	148.8	32.81	127.6	164.7	33.56
Apr. 1.....	115.8	144.1	32.00	126.7	158.7	32.55
May 1.....	114.9	145.4	32.55	125.4	161.9	33.59
June 1.....	114.8	143.3	32.10	124.4	157.4	32.88
July 1.....	114.9	144.5	32.32	123.2	156.3	32.94
Aug. 1.....	114.6	143.0	32.09	121.5	152.9	32.73
Sept. 1.....	113.2	141.1	32.06	118.2	148.0	32.58
Oct. 1.....	110.5	137.8	32.08	112.1	140.4	32.54
Nov. 1.....	112.1	139.3	31.95	110.9	139.3	32.64
Dec. 1.....	113.4	139.5	31.63	109.6	136.7	32.45
Jan. 1, 1946.....	110.2	127.6	29.92	107.1	121.2	29.49
Feb. 1.....	109.5	135.5	31.97	108.8	135.4	32.43
Mar. 1.....	109.3	137.3	32.44	108.6	135.3	32.43

employment from June 1, 1941, to March 1, 1946, amounted to 9.7 per cent and that in payrolls, to 37.6 per cent. The explanation previously given for the greater rise in the salaries and wages than in employment may again be stated:—(1) the concentration of workers still existing in the heavy manufac-

turing industries, where rates of pay are above the average and overtime has been a factor of considerable importance; (2) the payment of cost-of-living bonuses to the majority of workers; the rates at which these allowances were calculated were increased on more than one occasion before their absorption into the

TABLE II.—EMPLOYMENT AND EARNINGS

Number of Persons Employed at March 1, 1946, by the Co-operating Establishments and Aggregate and Per Capita Earnings of Such Employees, Together with Index Numbers of Employment and Payrolls as at March 1, 1946, February 1, 1946 and March 1, 1945, with Comparative Figures for March 1, 1945, and March 1, 1944, Where Available, Based on June 1, 1941 as 100 p.c.

(The latest figures are subject to revision)

	Number of Employees Reported at Mar. 1, 1946	Aggregate Weekly Payrolls at Mar. 1, 1946	Per Capita Weekly Earnings at			Index Numbers of					
			Earnings at			Employment			Aggregate Weekly Payrolls		
			Mar. 1, 1946	Feb. 1, 1946	Mar. 1, 1945	Mar. 1, 1946	Feb. 1, 1946	Mar. 1, 1945	Mar. 1, 1946	Feb. 1, 1946	Mar. 1, 1945
(a) PROVINCES											
Maritime Provinces.....	126,299	3,927,165	31.09	30.42	31.95	107.7	108.7	118.0	153.0	151.0	172.8
Prince Edward Island.....	2,435	64,708	26.57	26.15	25.19	110.3	114.1	131.8	138.6	141.1	157.4
Nova Scotia.....	72,332	2,294,519	31.72	31.07	33.93	102.4	102.6	114.2	143.8	141.1	172.2
New Brunswick.....	51,532	1,567,938	30.43	29.73	29.40	116.4	118.5	123.9	169.7	168.9	174.6
Quebec.....	510,725	16,057,177	31.44	30.65	31.35	109.1	108.3	119.8	142.8	138.2	157.1
Ontario.....	719,635	23,331,693	32.42	32.35	33.43	107.6	107.8	114.2	128.4	128.3	140.8
Prairie Provinces.....	199,353	6,708,383	33.65	32.85	32.83	113.2	113.6	110.1	143.7	140.9	137.6
Manitoba.....	91,936	3,058,922	33.27	32.43	32.38	112.0	112.3	110.3	140.4	137.2	134.7
Saskatchewan.....	38,156	1,249,211	32.74	31.85	31.58	106.5	106.9	102.7	134.1	131.1	128.8
Alberta.....	69,261	2,400,250	34.66	33.97	34.16	118.7	119.3	114.0	154.2	151.9	147.1
British Columbia.....	146,971	5,225,016	35.55	34.74	35.66	116.2	118.5	127.5	145.7	145.1	160.9
CANADA.....	1,702,983	55,249,434	32.44	31.97	32.81	109.3	109.5	116.7	137.3	135.5	148.8
(b) CITIES											
Montreal.....	250,927	8,069,179	32.16	31.81	32.68	114.2	113.4	125.2	143.3	140.8	160.5
Quebec City.....	23,392	644,061	27.53	27.40	28.89	97.3	96.9	140.1	127.7	126.7	195.9
Toronto.....	232,032	7,559,309	32.58	32.39	33.10	114.0	113.6	124.3	138.2	136.8	153.1
Ottawa.....	22,170	629,766	28.41	27.91	28.69	110.9	109.7	109.4	136.3	132.5	135.9
Hamilton.....	55,665	1,811,062	32.54	32.31	33.77	104.3	105.1	112.9	123.6	123.7	138.4
Windsor.....	31,290	1,143,995	36.56	42.12	43.68	98.7	99.2	121.9	95.6	110.7	140.9
Winnipeg.....	59,763	1,827,685	30.58	29.97	30.01	115.5	116.2	115.0	138.8	136.8	136.1
Vancouver.....	68,087	2,268,665	33.32	33.00	34.64	132.1	135.9	157.2	166.7	169.7	205.7
Halifax.....	24,580	726,686	29.56	28.63	32.20	140.0	141.1	155.0	182.1	177.8	212.9
Saint John.....	13,741	403,723	29.38	29.18	30.10	131.0	131.3	141.1	178.2	177.4	199.7
Sherbrooke.....	9,305	249,641	26.83	26.10	27.13	105.6	104.8	106.9	134.8	130.2	138.5
Three Rivers.....	8,492	256,631	30.22	30.13	30.59	106.3	103.9	122.7	125.9	122.6	147.7
Kitchener-Waterloo.....	18,076	544,944	30.15	29.67	30.11	120.8	118.8	111.6	160.0	154.9	147.8
London.....	21,587	654,611	30.32	30.01	29.74	121.1	120.8	118.0	145.2	143.4	139.5
Fort William-Port Arthur.....	9,652	332,593	34.46	34.61	35.72	68.4	69.3	109.2	88.0	89.9	145.6
Regina.....	9,893	286,026	28.91	29.20	29.13	107.9	105.5	108.8	135.6	133.9	137.8
Saskatoon.....	6,372	182,209	28.60	27.76	27.22	127.8	129.3	118.3	165.8	162.9	146.0
Calgary.....	17,969	577,190	32.12	31.94	31.84	113.4	114.0	111.9	139.2	139.2	136.9
Edmonton.....	17,385	527,929	30.40	30.05	29.43	127.7	130.2	119.5	157.2	158.4	144.9
Victoria.....	11,880	377,638	31.79	31.51	34.42	139.7	142.2	168.6	177.0	178.6	231.4
(c) INDUSTRIES											
Manufacturing.....	956,670	31,029,304	32.43	32.43	33.56	108.6	108.8	127.6	135.3	135.4	164.7
Durable Goods ¹	440,501	15,377,763	34.91	35.23	37.04	103.7	103.8	138.1	128.7	129.9	182.5
Non-Durable Goods.....	495,494	14,859,690	29.99	29.69	29.46	113.4	113.7	118.7	143.3	142.3	147.3
Electric Light and Power.....	20,675	791,851	38.30	38.61	37.77	108.0	106.7	94.2	127.4	127.0	110.4
Logging.....	102,179	2,983,156	29.20	26.12	27.62	213.5	217.0	195.8	313.9	285.0	271.9
Mining.....	72,039	2,858,074	39.67	39.41	40.01	86.2	85.1	85.0	108.6	106.4	108.0
Communications.....	34,485	1,138,603	33.02	32.31	31.26	132.1	131.0	114.4	160.4	155.6	132.1
Transportation.....	155,257	6,338,039	40.82	39.25	40.18	122.8	123.7	119.3	153.3	148.4	149.4
Construction and Maintenance.....	129,147	4,136,166	32.03	31.24	30.65	72.9	73.7	64.2	101.6	100.1	86.3
Services.....	53,096	1,116,955	21.04	20.36	20.16	122.9	123.1	116.4	160.9	155.8	146.5
Trade.....	200,110	5,649,137	28.23	27.92	26.85	114.7	113.9	106.5	137.6	135.0	121.7
Eight Leading Industries.....	1,702,983	55,249,434	32.44	31.97	32.81	109.3	109.5	116.7	137.3	135.5	148.8
Finance.....	72,398	2,520,534	34.81	34.25	32.86	120.4	117.1	110.9	145.4	139.1	126.4
Total—Nine Leading Industries.....	1,775,381	57,769,968	32.54	32.06	32.81	109.7	109.8	116.5	137.6	135.7	147.9

¹ This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products.

basic wage-rates as from February 15, 1944; (3) the progressive up-grading of employees as they gained experience in their work, and (4) the payment of higher wage-rates in a large number of cases.

Until quite recently, the growth in employment and payrolls in manufacturing has been relatively greater than that in the non-manufacturing industries taken as a unit. The curtailment since last autumn in the production of munitions and other commodities for wartime use has, however, brought about a reversal of this situation, the levels in manufacturing generally now being lower in relation to June 1, 1941, than is the case in many other branches of non-agricultural industry. Thus, at March 1, 1946, the index numbers of employment and payrolls in manufacturing were 108.6 and 135.3, respectively, on the base June 1, 1941=100, whereas in the non-

manufacturing classes taken as a unit the index of employment on the same base was 110.2, and that of payrolls, 140.0.

In regard to the marked variations in the average earnings of workers in the different industrial classes, it must again be pointed out that the sex distribution of such persons is an important factor, frequently associated with variations in the age groups. In general, the female workers tend to belong to the younger age classes, in which the earnings are naturally lower than among those of greater experience. The matter of short-time or overtime will also considerably influence the reported aggregates and averages, which likewise reflect variations in the extent to which casual labour is used. The degree of skill generally required of workers in the industry is obviously also an extremely important factor.

TABLE III—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS

(AVERAGE CALENDAR YEAR 1926=100)

(The latest figures are subject to revision)

	CANADA	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
Mar. 1, 1930.....	110.2	110.2				106.6	115.6	105.3				104.2
Mar. 1, 1931.....	100.2	104.5				99.7	101.6	98.6				93.8
Mar. 1, 1932.....	88.7	93.1				86.5	91.8	88.2				78.7
Mar. 1, 1933.....	76.9	76.8				74.1	79.8	80.0				67.7
Mar. 1, 1934.....	92.7	103.2				89.1	97.8	83.8				85.6
Mar. 1, 1935.....	96.4	98.6				91.3	103.5	87.2				91.9
Mar. 1, 1936.....	98.9	101.7				95.1	103.8	95.1				92.4
Mar. 1, 1937.....	102.8	106.6				102.5	108.9	91.3				89.2
Mar. 1, 1938.....	107.8	108.3	83.6	115.0	101.6	110.1	113.7	92.2	91.0	90.4	95.2	96.2
Mar. 1, 1939.....	106.5	101.2	83.8	112.6	85.3	112.8	109.1	94.3	89.6	96.9	99.6	96.7
Mar. 1, 1940.....	113.5	116.0	93.8	125.5	105.8	114.3	120.0	98.5	94.5	97.5	105.5	101.8
Mar. 1, 1941.....	135.3	135.1	144.0	147.3	119.7	137.7	145.7	111.3	107.5	107.0	120.0	116.8
Mar. 1, 1942.....	165.1	159.3	112.9	172.8	145.4	178.6	174.4	126.1	123.9	108.8	141.0	143.1
Mar. 1, 1943.....	181.4	168.4	110.9	184.8	151.5	198.8	186.4	135.4	133.1	122.8	147.5	182.4
Mar. 1, 1944.....	181.7	175.1	132.7	190.6	157.9	197.1	183.9	142.3	136.9	129.0	159.4	186.3
Mar. 1, 1945.....	178.2	179.9	141.2	191.7	167.2	188.5	184.2	141.2	137.6	130.9	153.3	172.0
Jan. 1, 1946.....	168.2	169.5	120.4	176.2	164.1	171.8	172.2	150.6	144.8	143.4	164.0	163.7
Feb. 1.....	167.2	165.7	122.2	172.3	159.9	170.4	173.9	145.7	140.1	136.2	160.4	159.8
Mar. 1.....	166.9	164.2	118.1	172.0	157.0	171.6	173.6	145.2	139.7	135.7	159.6	156.8
Relative Weight of Employment by Provinces and Economic Areas at March 1, 1946..	100.0	7.4	.1	4.3	3.0	30.0	42.3	11.7	5.4	2.2	4.1	8.6

Note.—The "Relative Weight", as given just above, shows the proportion of employees in the indicated area, to the total number of all employees reported in Canada by the firms making returns at the date under review.

TABLE IV.—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100)

(The latest figures are subject to revision)

Industries	¹ Relative Weight	Mar. 1, 1946	Feb. 1, 1946	Mar. 1, 1945	Mar. 1 1939
Manufacturing	56.2	182.5	182.8	214.3	107.0
Animal products—edible.....	2.5	211.3	223.4	206.7	119.6
Fur and products.....	.2	153.0	154.0	140.3	87.7
Leather and products.....	1.9	152.1	149.0	140.3	111.7
Boots and shoes.....	1.1	139.3	137.4	128.3	114.8
Lumber and products.....	3.8	119.1	117.2	118.2	72.7
Rough and dressed lumber.....	2.0	95.5	93.6	94.1	61.1
Furniture.....	.8	146.0	142.2	129.3	84.1
Other lumber products.....	1.0	181.9	181.9	199.1	100.7
Musical instruments.....	.1	35.9	36.1	29.7	39.8
Plant products—edible.....	3.0	156.3	161.4	162.2	104.2
Pulp and paper products.....	5.6	153.8	152.9	137.8	104.9
Pulp and paper.....	2.4	134.9	133.9	122.1	90.2
Paper products.....	1.1	236.4	237.3	211.5	130.9
Printing and publishing.....	2.1	150.8	149.4	133.7	114.9
Rubber products.....	1.4	186.1	184.1	180.9	103.6
Textile products.....	8.5	166.3	163.8	161.1	119.8
Thread, yarn and cloth.....	3.1	170.6	167.7	160.6	127.9
Cotton yarn and cloth.....	1.3	109.8	107.8	111.6	93.9
Woolen yarn and cloth.....	.8	187.4	184.3	169.6	128.5
Artificial silk and silk goods.....	.8	713.0	702.4	631.0	494.7
Hosiery and knit goods.....	1.4	160.5	159.0	148.8	115.7
Garments and personal furnishings.....	8.0	162.9	159.9	160.7	116.3
Other textile products.....	1.0	172.2	171.1	183.0	108.0
Tobacco.....	.7	137.0	145.9	154.0	163.8
Beverages.....	.9	275.1	278.8	251.1	159.9
Chemicals and allied products.....	2.4	323.5	324.0	604.2	155.0
Clay, glass and stone products.....	1.0	154.9	154.8	133.0	71.7
Electric light and power.....	1.2	161.9	160.0	141.2	123.9
Electrical apparatus.....	2.5	285.6	283.9	298.1	123.9
Iron and steel products.....	16.1	202.8	204.3	300.2	94.6
Crude, rolled and forged products.....	2.0	254.1	253.9	250.2	114.2
Machinery (other than vehicles).....	1.5	229.2	225.9	222.8	114.2
Agricultural implements.....	.8	167.2	164.8	137.6	62.6
Land vehicles and aircraft.....	5.8	159.3	160.8	269.2	90.3
Automobiles and parts.....	1.8	208.2	214.6	288.2	151.3
Steel shipbuilding and repairing.....	1.6	538.7	575.4	1,235.0	62.2
Heating appliances.....	.4	193.5	193.6	193.2	118.7
Iron and steel fabrication (n.e.s.).....	.6	179.9	180.1	285.0	97.1
Foundry and machine shop products.....	.5	210.9	204.3	240.4	98.5
Other iron and steel products.....	2.9	223.5	223.6	337.3	98.0
Non-ferrous metal products.....	2.4	285.4	281.4	386.8	151.5
Non-metallic mineral products.....	1.0	214.7	214.2	213.4	-146.3
Miscellaneous.....	1.0	290.3	287.9	356.2	134.2
Logging	6.0	338.5	343.5	309.9	108.8
Mining	4.2	152.8	150.8	150.7	160.9
Coal.....	1.6	96.9	96.5	96.2	93.4
Metallic ores.....	2.0	270.9	264.3	263.1	334.6
Non-metallic minerals (except coal).....	.6	156.1	156.0	160.0	117.7
Communications	2.0	128.4	127.3	111.2	80.8
Telegraphs.....	.4	134.6	134.9	126.1	88.6
Telephones.....	1.6	126.2	124.7	106.8	78.7
Transportation	9.1	121.3	122.2	117.9	80.3
Street railways and cartage.....	3.0	197.0	197.2	184.6	119.8
Steam railway operations.....	5.1	109.1	109.8	106.7	72.6
Shipping and stevedoring.....	1.0	77.0	79.1	81.4	64.6
Construction and Maintenance	7.6	101.3	102.4	89.2	94.3
Building.....	3.1	115.3	121.4	81.5	43.3
Highway.....	2.2	95.6	99.1	84.2	177.3
Railway.....	2.3	89.1	85.9	101.4	68.9
Services	3.1	211.7	211.9	199.0	128.5
Hotels and restaurants.....	2.0	208.5	208.9	198.9	124.8
Personal (chiefly laundries).....	1.1	218.0	217.6	199.1	134.9
Trade	11.8	179.9	178.6	167.0	128.9
Retail.....	8.5	185.3	183.9	172.8	133.5
Wholesale.....	3.3	167.0	166.4	153.6	117.5
Eight Leading Industries	100.0	166.9	167.2	178.2	106.5
Finance.....		139.8		128.7	
Banks and Trust Companies.....		143.8		133.0	
Brokerage and stock market.....		240.3		154.2	
Insurance.....		128.6		121.6	
Total—Nine Leading Industries		165.6	165.7	175.8	

¹ The relative weight shows the proportion of employees reported in the indicated industry to the total number of employees reported in Canada by the firms making returns at the date under review.

Man-Hours and Hourly Earnings, March 1, 1946

HERE was a decline at March 1 as compared with February 1 in the average hourly earnings of wage-earners in manufacturing. The average of hours worked per week also dropped.

Statistics were furnished to the Dominion Bureau of Statistics by 6,070 manufacturers employing 707,097 hourly-rated wage-earners, who were paid the sum of \$21,139,429 for services rendered in a total of 31,133,550 hours. The latter aggregate represented a mean of 44 hours per employee, while the earnings average 67.9 cents per hour, or \$29.88 in the week. In the preceding period of observation, the same employers had reported 709,383 hourly-rated workers and had disbursed \$21,297,917 for services rendered in 31,264,353 hours; the latter had averaged 44.1 per wage-earner, and the earnings, 68.1 cents per hour, or \$30.03 in the week. There was thus a reduction of 0.3 per cent in the number of employees in the week under review, of 0.4 per cent in the total hours paid for, and of 0.7 per cent in the weekly wages of the hourly-rated personnel on the payrolls of the co-operating manufacturers as compared with the last week in February.

The average of hours worked in the week of March 1 showed little change from February 1, but was a good deal lower than at March 1, 1945, when the mean was 45.8 hours. Overtime had then been more commonly reported.

There was a slight decline in the latest figure of average hourly earnings in manufacturing; this fell from 68.1 cents in the preceding return, to 67.9 at March 1, when the rate was rather more than two cents lower than that of 70.1 indicated at the same date in 1945. The last figure had included payment for a good deal of overtime work, while another significant factor contributing to the higher rate reported at March 1 of last year was the greater concentration of workers then existing in the more highly-paid heavy manufacturing industries. The average hourly and weekly earnings at the first of March of the present year were affected to some extent by loss of working time due to industrial disputes in the United States.

Table I summarizes the statistics of average hours worked and average hourly earnings in manufacturing, and in the durable and non-durable goods' divisions, in the period for which data are available.

Average Hours Worked—An insignificant reduction was indicated at March 1 in the average hours worked in manufacturing as a whole as compared with February 1; the

latest mean was also a little lower than in any other period of observation except in the holiday week of January 1, in 1945 and 1946, and Easter week of last year. The slight falling-off from February 1 took place largely in the iron and steel industries, in which the average fell from 44.8 hours in the week of February 1, to 44.1 in the week of March 1; shortage of materials due to the steel strike in the United States was an important factor in producing the decline. There were small increases in the average hours reported in most other branches of the durable manufactured goods industries. The trend in this respect was also slightly upward in many division of the non-durable manufactured goods industries. In these industries taken as a whole, there was an increase from 43.8 hours in the week of February 1, to 43.9 in that of March 1. In comparison with the hours worked a year ago, however, there was a reduction at the date under review in the light manufacturing industries, as in the durable manufactured goods industries. The decline in both divisions was due in part to diminution in the amount of overtime.

Average Hourly Earnings—The average hourly earnings in manufacturing as a whole in the week ending March 1 stood at 67.9 cents, fractionally lower than the mean of 68.1 cents in the week of February 1. The latest figure was the same as at January 1, but was higher than in any earlier period since September 1, 1945. As compared with March 1 of last year, there was a reduction of 2.2 cents per hour in manufacturing generally; as previously stated, the decline which has taken place in the 12 months, in spite of the payment of higher wage-rates in several important industries, is due in the main to changes in the distribution of the workers in manufacturing, together with reduced work at over time rates. In regard to the first of these factors, it is interesting to note that at March 1, 1945, over 55 per cent of the reported total of hourly-rated wage-earners were classed in the durable manufactured goods industries, in which the earnings averaged 77.8 cents, while not quite 45 per cent of the indicated workers, employed in the light manufactured goods industries, received an average of 60.3 cents per hour. At the date under review, the distribution showed less than 49 per cent of the wage-earners in the heavy manufacturing industries and over 51 per cent in the light manufacturing division, while the earnings in the former category were 74.6 cents, and in the latter, 61.5 cents per hour.

Average Weekly Wages.—Statistics of man-hours and hourly earnings are not available for all classes of wage-earners, but only for those of whose hours a precise record is kept, being, in the main, persons paid at hourly rates; this restriction in general also results in the exclusion of salaried personnel. Among the classes of wage-earners for whom accurate records of hours worked are usually not maintained are piece-workers in some, but not all establishments, route-drivers, delivery men, etc; in many cases, employers report that the earnings of their wage-earners paid at other than hourly rates exceed those of their hourly-rated personnel. In general, however, the wage-

earners for whom statistics of man-hours and hourly earnings are available constitute important proportions of the total personnel of the co-operating firms. Thus the wage-earners for whom data are given in the present bulletin made up 75.5 per cent of the total employees of the manufacturers furnishing monthly statistics on employment and pay-rolls at March 1, 1945; in the heavy manufactured goods industries, the ratio was 78.3 per cent, and that in the light manufactured goods division, 73.1 per cent.

In view of the large proportions which hourly-rated wage-earners constitute of the total working forces¹ currently reported, con-

TABLE 1.—AVERAGE HOURS WORKED AND AVERAGE HOURLY EARNINGS OF HOURLY-RATED WAGE-EARNERS IN MANUFACTURING

Week Preceding	Average Hours Worked			Average Hourly Earnings		
	Manu- facturing	Durable Goods	Non-durable Goods	Manu- facturing	Durable Goods	Non-durable Goods
	No.	No.	No.	cts.	cts.	cts.
Nov. 1, 1944.....	46.3	47.0	45.3	70.3	77.7	60.1
Dec. 1.....	46.3	46.9	45.5	70.5	77.9	60.4
*Jan. 1, 1945.....	39.6	39.7	39.5	70.0	77.1	60.9
Feb. 1.....	45.4	46.0	44.7	70.1	77.8	60.3
Mar. 1.....	45.8	46.5	45.0	70.1	77.8	60.3
*April 1.....	43.6	44.2	42.7	70.4	78.0	60.9
May 1.....	45.5	46.2	44.5	70.5	78.2	60.9
June 1.....	44.3	44.7	43.9	70.3	77.5	61.4
July 1.....	44.3	45.0	43.3	70.1	77.0	61.2
Aug. 1.....	44.3	44.7	43.7	69.5	76.9	60.7
Sept. 1.....	44.1	44.2	44.0	69.2	76.5	60.9
Oct. 1.....	44.7	45.0	44.5	67.8	75.4	60.4
Nov. 1.....	44.9	45.3	44.6	67.5	74.8	60.6
Dec. 1.....	44.8	44.9	44.6	67.0	74.0	60.6
*Jan. 1, 1946.....	38.1	37.5	38.7	67.9	74.7	61.7
Feb. 1.....	44.1	44.4	43.8	68.1	75.2	61.3
Mar. 1.....	44.0	44.2	43.9	67.9	74.6	61.5

TABLE 2.—AVERAGE WEEKLY SALARIES AND WAGES, AND AVERAGE WEEKLY WAGES OF HOURLY RATED WAGE-EARNERS AS REPORTED IN MANUFACTURING AS A WHOLE, AND IN THE MANUFACTURE OF DURABLE GOODS AND OF NON-DURABLE GOODS.

Week Preceding	Manufacturing ²		Durable Manufactured Goods		Non-Durable Manufactured Goods	
	Average Weekly		Average Weekly		Average Weekly	
	Salaries and Wages	Wages	Salaries and Wages	Wages	Salaries and Wages	Wages
Nov. 1, 1944.....	\$33.13	\$32.55	\$36.67	\$36.52	\$28.99	\$27.23
Dec. 1.....	33.29	32.64	36.83	36.54	29.23	27.48
*Jan. 1, 1945.....	30.11	27.72	32.77	30.61	27.05	24.06
Feb. 1.....	32.98	31.83	36.44	35.79	29.06	26.95
Mar. 1.....	33.50	32.11	37.04	36.18	29.46	27.14
*April 1.....	32.48	30.69	35.78	34.48	28.73	26.07
May 1.....	33.51	32.08	36.98	36.08	29.58	27.10
June 1.....	32.81	31.14	35.76	34.64	29.48	26.95
July 1.....	32.91	31.05	30.02	34.65	29.33	26.50
Aug. 1.....	32.65	30.79	35.67	34.37	29.33	26.53
Sept. 1.....	32.51	30.52	35.58	33.81	29.60	26.80
Oct. 1.....	32.45	30.31	35.57	33.93	29.61	26.88
Nov. 1.....	32.55	30.31	35.60	33.88	29.84	27.03
Dec. 1.....	32.32	30.02	35.20	33.23	29.83	27.03
*Jan. 1, 1946.....	29.32	25.87	31.30	28.01	27.57	23.88
Feb. 1.....	32.29	30.03	35.23	33.39	29.69	26.85
Mar. 1.....	32.31	29.88	34.91	32.97	29.99	27.00

¹ The averages at these dates were affected by loss of working time at the year-end holidays in the case of January 1, and by the Easter holidays in the case of April 1.

² Exclusive of electric light and power.

* The averages at these dates were affected by loss of working time at the year-end holidays in the case of January 1, and by the Easter holidays in the case of April 1.

TABLE 3.—AVERAGE HOURS WORKED AND AVERAGE HOURLY EARNINGS OF HOURLY-RATED WAGE-EARNERS IN MANUFACTURING AS A WHOLE IN THE LEADING CITIES OF CANADA

Week Preceding	AVERAGE HOURS WORKED					AVERAGE HOURLY EARNINGS				
	Montreal	Toronto	Hamilton	Winnipeg	Van-couver	Montreal	Toronto	Hamilton	Winnipeg	Van-couver
	No.	No.	No.	No.	No.	cts.	cts.	cts.	cts.	cts.
June 1, 1945.....	44.5	42.0	43.4	42.7	40.4	70.3	74.1	72.9	68.4	85.3
July 1.....	43.4	42.6	44.6	43.2	41.2	70.2	73.5	72.6	68.3	84.9
Aug. 1.....	44.3	41.9	44.1	41.5	42.3	70.0	72.9	73.9	67.4	84.8
Sept. 1.....	44.7	41.9	43.0	43.5	40.9	69.0	72.5	72.9	68.1	84.7
Oct. 1.....	45.1	42.0	44.1	43.4	42.1	68.1	71.3	72.1	68.3	83.7
Nov. 1.....	45.6	42.6	43.6	44.0	42.4	67.6	70.7	70.9	68.2	82.7
Dec. 1.....	45.9	42.2	43.7	44.9	41.2	67.2	70.6	71.6	68.6	82.4
Jan. 1, 1946.....	36.8	36.3	37.0	38.7	34.8	67.4	71.4	73.4	69.6	81.9
Feb. 1.....	44.8	41.5	42.6	42.8	41.8	66.7	70.9	72.4	69.5	81.7
Mar. 1.....	44.8	41.5	42.9	42.9	41.8	67.1	71.1	71.9	69.5	81.0

siderable interest attaches to the comparisons contained in Table 2, showing the variations in the combined weekly salaries and wages reported by the co-operating manufacturers in the last 17 months, and those indicated in the weekly earnings of hourly-rated wage-earners, obtained by multiplying the hours worked in the week of observation by the average hourly earnings in the same week.

Although there was a slight increase at March 1, as compared with February 1, in the weekly salaries-and-wages figure, the earnings of the hourly-rated personnel were a little lower, partly as a result of a very slight lessening in the average time worked. In the heavy manufactured goods industries, the salaries-and-wages figure fell by 32 cents, and the average hourly rate by 42 cents, while in the light manufactured goods industries there was an increase of 30 cents in the week of May 1 in the salaries-and-wages figure, and of 15 cents in the earnings of hourly-rated personnel.

In the comparison with the week ending March 1 of last year, the earnings of all workers in recorded employment in manufacturing as a whole show a reduction of about \$1.19 per week, and those of hourly-rated wage-earners, of approximately \$2.23. As has previously been pointed out, the more important factors contributing to the declines are changes in the industrial distribution of workers, curtailment in the number of hours worked, and industrial disputes, the last-named affecting the situation directly and indirectly. In the case of the heavy manufacturing industries, the loss in weekly earnings in the year amounted to \$2.13 in the combined salaries and wages, and to \$3.21 in the earnings of the hourly-rated staff. In the light manufacturing industries, there was an increase of about 53 cents in the combined salaries-and-wages figure, but the average

weekly earnings of hourly-rated wage-earners were lower by 14 cents than at March 1, 1945. Since then, the average hours worked by hourly-rated personnel in the durable manufactured goods industries have fallen by 2.3 hours per week, accompanied by a reduction of 3.2 cents in the rate per hour, while in the case of the non-durable manufactured goods industries, the average time worked has diminished by just over one hour, and the rate has risen by 1.2 cents per hour.

Non-Manufacturing Industries

In many of the non-manufacturing industries, comparatively few workers are employed at hourly rates, with the result that accurate records of the hours which they work cannot be obtained. The representation of the non-manufacturing industries in the monthly statistics of man-hours and hourly earnings is accordingly much smaller than that in manufacturing. At a later date, however, it is hoped that the representation in several important industries will be extended, permitting the publication of monthly figures for such groups.

In mining, the average of hours worked in the week of March 1 showed little change as compared with a month earlier, being 44.6 at February 1 and 44.5 at March 1. The mean in the same week of last year was higher, at 45.4. There was an increase of nine-tenths of a cent as compared with February 1 in the latest average hourly rate, which was higher by 1.9 cents than in the week of March 1, 1945. Local transportation reported small increases in the hourly average as compared with a month and a year earlier; this was also the case in building construction, and in hotels and restaurants. The means in highway construction and maintenance and in personal services were very slightly lower

than in the week of February 1, although they were a little higher than those reported at March 1 of last year.

Statistics for the Larger Cities

Table 3, appearing for the first time, contains preliminary statistics of average hours worked and average hourly earnings in manufacturing in the larger cities in which employers report considerable numbers of workers paid at hourly rates. The disparities in the average rates result to an important extent from variations in the industrial distributions of the wage-earners for whom statistics are available; an associated factor is that of the sex distribution.

The table shows the record of average hours worked and average hourly earnings reported monthly in the period commencing

June 1, in Montreal, Toronto, Hamilton, Winnipeg and Vancouver.

In four of these centres, there has been a reduction in the hourly average earnings in the period since June, Winnipeg being the exception. The declines are, of course, due to lessened overtime work and to changes in the distribution of workers as between industries in which the rates are relatively low and those in which they are relatively high. In the case of Winnipeg, the slight increase is due in part to the payment of higher rates in the animal food division since last spring.

The number of workers in the cities for whom statistics of man-hours and hourly earnings are available at the beginning of March are as follows:—Montreal, 125,217; Toronto, 107,980; Hamilton, 37,794; Winnipeg, 23,812, and Vancouver, 23,720.

The Sex Distribution of Persons in Recorded Employment at the Beginning of March, 1946.

AS was explained in a previous report it has been found necessary during the period of conversion to a peace-time economy, to obtain monthly data showing the sex distribution of the workers in recorded employment. In 1944 and 1945, such enquiries were made semi-annually, at April 1 and October 1, while earlier enquiries into sex distribution were undertaken at October 1 in 1943 and 1942. The statistics for March 1 therefore result from the second monthly survey of the kind; although this is the eighth occasion on which material on sex distribution has been obtained, none of the previous investigations yielded information which is entirely comparable with that of the present enquiry, the seasonal changes which ordinarily take place between the autumn, the early spring and the late winter affecting the validity of a comparison of the latest data with those obtained in the surveys made in 1945 and earlier years. Obviously, the greatest changes which have recently taken place in employment as a whole, and in the sex distribution of the workers included in the monthly record, have resulted from the termination of the war.

In view of the greater degree of similarity in seasonal conditions at April 1 and March 1 than exists in the case of the October 1-March 1, comparison, the statistics reported at April 1, 1945, are reproduced for comparative purposes in Table 11 in place of the statistics depicting the situation last autumn; as has previously been pointed out, employment ordinarily reaches its annual peak, particularly among women, about October 1, while industrial activity is usually low in late winter.

Pressure of work has prevented the adjustment of the April 1, 1945, data to take care of the changes in the co-operating employers in the last 11 months; however, the statistics serve in a general way to indicate the changes which have taken place in this period in the numbers and in the distribution of the workers in recorded employment.

The 15,644 employers furnishing returns at March 1 in the eight main industrial divisions (viz., manufacturing, logging, mining, communications, transportation, construction and maintenance, services, and trade), reported 1,315,894 men and 387,089 women on their payrolls, the latter constituting 227 per 1,000 of the indicated working force. At February 1, these firms had employed 1,705,505 persons, of whom 390,561, or 229 per 1,000 were women. Thus there was a decline of 0.9 per cent in the number of women, accompanied by an increase of 0.1 per cent in the number of men. The general reduction in the month was 0.1 per cent.

The number of women workers in the nine leading industries, including finance, was given as 423,135, in a total staff of 1,775,381, a ratio of 238 females per 1,000 of both sexes. A month earlier, the proportion was 241 per 1,000, there having been 427,746 women in the total of 1,775,931 on the payrolls of the establishments furnishing data. Employment for workers of both sexes at March 1 declined by a very small fractional percentage; there was a falling off of 1.1 per cent among the females, but an increase of 0.3 per cent among male workers. To some extent, these changes are probably seasonal in character.

Among women employees, the largest reductions in the month took place in animal and vegetable food, tobacco, beverage, paper product and chemical manufacturing, and in the mining, transportation, services, trade and finance industries; except in the last-named the declines were moderate. On the other hand, there were increases in the number reported in leather and textile factories and in communications.

The greatest expansion in employment for men at March 1 as compared with February 1 was indicated in the lumber, pulp and paper, textile, electric light and power, electrical

apparatus and non-ferrous metal manufacturing divisions, in mining (particularly of metallic ores) and in trade and financial institutions. On the other hand, there were fairly pronounced reductions in the month in the number of men reported in the food, tobacco, iron and steel, non-ferrous metal, logging, transportation and construction industries; as previously stated, the falling-off in the iron and steel group largely resulted from the strike in the American steel industry, while that in the non-manufacturing groups just mentioned was partly of a seasonal character.

THE SEX DISTRIBUTION OF THE WORKERS IN RECORDED EMPLOYMENT IN THE PROVINCES, THE LEADING INDUSTRIAL CITIES, AND THE MAJOR INDUSTRIAL GROUPS, AS AT MARCH 1, 1946, FEBRUARY 1, 1946, WITH COMPARTIVE FIGURES FOR OCTOBER 1 AND APRIL 1, 1945, AND OCTOBER 1, 1942

Geographical and Industrial Unit	Mar. 1, 1946 ²				Feb. 1, 1946		Oct. 1, 1945		April 1, 1945		Oct. 1, 1942	
	Men		Women		Men	Women	Men	Women	Men	Women	Men	Women
	No.	No.	P.C.	P.C.	P.C.	P.C.	P.C.	P.C.	P.C.	P.C.	P.C.	P.C.
(a) PROVINCES												
Maritime Provinces.....	110,025	20,264	84.4	15.6	84.6	15.4	83.3	16.7	83.2	16.8	86.7	13.3
Prince Edward Island.....	1,935	813	70.4	29.6	71.0	29.0	71.7	28.3	67.6	32.4	77.3	22.7
Nova Scotia.....	63,942	10,584	85.8	14.2	86.0	14.0	85.3	14.7	84.3	15.7	88.1	11.9
New Brunswick.....	44,148	8,867	83.3	16.7	83.5	16.5	81.3	18.7	82.3	17.7	84.8	15.2
Quebec.....	397,146	133,395	74.9	25.1	74.8	25.2	74.6	25.4	73.0	27.0	74.9	25.1
Ontario.....	559,494	193,430	74.3	25.7	74.0	26.0	71.8	28.2	70.2	29.8	73.3	26.7
Prairie Provinces.....	163,291	46,644	77.8	22.2	77.2	22.8	76.0	24.0	74.7	25.3	80.7	19.3
Manitoba.....	73,036	23,655	75.5	24.5	74.9	25.1	73.5	26.5	71.9	28.1	78.8	21.2
Saskatchewan.....	32,008	8,924	78.2	21.8	78.1	21.9	77.1	22.9	75.5	24.5	81.4	18.6
Alberta.....	58,247	14,065	80.5	19.5	79.9	20.1	78.7	21.3	77.9	22.1	83.0	17.0
British Columbia.....	122,290	29,402	80.6	19.4	80.2	19.8	78.7	21.3	79.4	20.6	83.5	16.5
Canada.....	1,352,246	423,135	76.2	23.8	75.9	24.1	74.7	25.3	73.3	26.7	76.5	23.5
(b) CITIES												
Montreal.....	180,049	85,738	67.7	32.3	67.5	32.5	67.4	32.6	66.4	33.6	68.3	31.7
Quebec.....	17,478	7,147	71.0	29.0	70.8	29.2	72.3	27.7	69.9	30.1	64.8	35.2
Toronto.....	160,773	87,370	64.8	35.2	64.9	35.1	62.7	37.3	60.4	39.6	63.4	36.6
Ottawa.....	16,433	9,360	63.7	36.3	63.1	36.9	60.6	39.4	59.4	40.6	62.8	37.2
Hamilton.....	40,781	16,145	71.6	28.4	71.7	28.3	69.3	30.7	67.3	32.7	71.1	28.9
Windsor.....	25,602	6,834	16.6	83.3	16.7	83.3	16.7	83.3	16.7	83.3	16.7	83.3
Winnipeg.....	42,996	20,534	67.7	32.3	66.9	33.1	64.8	35.2	63.6	36.4	71.8	28.2
Vancouver.....	50,578	20,508	71.2	28.8	71.4	28.6	71.5	28.5	71.7	28.3	78.7	21.3
Halifax.....	18,738	5,842	76.2	23.8	76.8	23.2	73.0	27.0	75.7	24.3	.....	.....
Saint John.....	10,172	3,569	74.0	26.0	73.6	26.4	68.0	32.0	73.6	26.4	.....	.....
Sherbrooke.....	5,801	3,504	62.3	37.7	61.5	38.5	59.9	40.1	59.6	40.4	.....	.....
Three Rivers.....	6,168	2,324	72.6	27.4	72.3	27.7	73.7	26.3	69.9	30.1	.....	.....
Kitchener-Waterloo.....	12,205	5,871	67.5	32.5	67.0	33.0	64.2	35.8	63.1	36.9	.....	.....
London.....	14,486	7,101	67.1	32.9	66.5	33.5	64.2	35.8	63.3	36.7	.....	.....
Ft. William-Pt. Arthur.....	8,040	1,612	83.3	16.7	83.2	16.8	82.3	17.7	73.8	26.2	.....	.....
Regina.....	6,044	3,849	61.1	38.9	61.7	38.3	58.0	42.0	57.2	42.8	.....	.....
Saskatoon.....	4,428	1,944	69.5	30.5	68.2	31.8	66.8	33.2	64.1	35.9	.....	.....
Calgary.....	13,295	4,674	74.0	26.0	73.3	26.7	71.6	28.4	70.8	29.2	.....	.....
Edmonton.....	11,737	5,628	67.6	32.4	67.2	32.8	64.5	35.5	61.7	38.3	.....	.....
Victoria.....	8,794	3,086	74.0	26.0	73.4	26.6	74.6	25.4	74.8	25.2	.....	.....
(c) INDUSTRIES												
Manufacturing.....	723,151	233,519	75.6	24.4	75.4	24.6	74.0	26.0	72.8	27.2	74.3	25.7
Durable Goods ¹	386,017	54,484	87.6	12.4	87.6	12.4	86.2	13.8	83.3	16.7	84.7	15.3
Non-Durable Goods.....	318,948	176,546	64.4	35.6	64.1	35.9	62.4	37.6	60.3	39.7	61.4	38.6
Electric Light and Power.....	18,186	2,489	88.0	12.0	88.1	11.9	87.4	12.6	86.4	13.6	88.8	11.2
Logging.....	100,473	1,706	98.3	1.7	98.5	1.5	98.1	1.9	98.3	1.7	98.2	1.8
Mining.....	70,379	1,660	97.7	2.3	97.6	2.4	97.2	2.8	97.0	3.0	98.0	2.0
Communications.....	15,673	18,812	45.4	54.6	46.3	53.7	44.2	55.8	43.2	56.8	52.3	47.7
Transportation.....	143,235	12,022	92.3	7.7	92.2	7.8	91.8	8.2	91.7	8.3	94.0	6.0
Construction and Maintenance.....	125,827	3,320	97.4	2.6	97.4	2.6	97.8	2.2	96.6	3.4	98.6	1.4
Services.....	23,479	29,617	44.2	55.8	42.7	57.3	42.4	57.6	40.7	59.3	48.4	51.6
Trade.....	113,677	86,433	56.8	43.2	56.1	43.9	53.2	46.8	51.2	48.8	54.7	45.3
Eight Leading Industries.....	1,315,894	387,089	77.3	22.7	77.1	22.9	75.8	24.2	74.3	25.7	77.3	22.7
Finance.....	36,352	36,046	50.2	49.8	47.2	52.8	46.7	53.3	46.0	54.0	55.1	44.9
Total—Nine Leading Industries.....	1,352,246	423,135	76.2	23.8	75.9	24.1	74.7	25.3	73.3	26.7	76.5	23.5

¹ This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products. The non-durable group includes the remaining manufacturing industries with the exception of electric light and power.

² The March data are subject to revision.

In the last 11 months, there has been a decline of some 94,300 workers, or 5.1 per cent, in the number in recorded employment in the nine leading industries; of these persons, approximately 18,600 were men and 75,700 women, the latter making up just over 80 per cent of the total number released. In all provinces and in each of the cities for which data are segregated except Vancouver and Victoria, the reductions in the number of women workers have been relatively greater than those among male employees, reducing the proportions of women per 1,000 workers in recorded employment.

Industrially, the losses have been largely confined to manufacturing, in which there were declines of some 89,700 men and about 70,600 women in recorded employment at March 1, 1946, as compared with April 1,

1945. Establishments in the non-manufacturing classes have generally reported increased employment for men. In the case of the logging, communications and service divisions, the indicated numbers of women workers have also risen; in the latter two industries, however, the gains have been relatively less than those among male employees so that the ratios of women per 1,000 employees of both sexes have fallen. In financial institutions as a whole, there has been no significant change in the reported number of women, while employment for men has shown a decided increase. The women on the staffs of the co-operating firms in mining, transportation, construction and trade have diminished in numbers in the last 11 months, as have their proportions in the total reported working forces in these industries.

Report on Employment Conditions, April, 1946

The following report covering the employment situation for the past month has been prepared by the Research and Statistics Branch, Department of Labour, in co-operation with the Employment Service, Unemployment Insurance Commission. The first section of the report deals with the Canadian labour market by occupational groups, while the second section gives a more detailed analysis of employment conditions by regions.

THE labour situation improved decidedly during April. Employment opportunities available increased substantially during the month, while fewer applicants sought work at the employment offices. Manpower requirements rose to meet the needs of recon-verted industry and the seasonal upswing in industrial activity. The shortage of materials, however, remains acute and in many industries is curtailing the expansion of job opportunities. Unfilled vacancies¹, exclusive of agriculture, increased by more than 25 per cent during April to reach approximately the 100,000 mark at April 25. The augmented demands for construction, service, and unskilled workers accounted mainly for the increased manpower needs during April. The number of unplaced applicants² slackened during the month, and at the end of April

totalled slightly less than 250,000. The decline in applicants seeking employment was due mainly to the drop in the number of men registering for work in the Ontario Region. Unemployment continues at a high level* in the Maritime and Pacific Regions. No extensive transfer of workers is warranted at this time because of the acute shortage of housing accommodation in other areas. A markedly different labour situation existed at the comparative date in 1945. At April 20, 1945, the labour market remained stringent, with only 78,000 applicants to fill the 180,000 vacancies on file at the employment offices. Table I shows labour demand and supply by main occupational group and by sex, as at April 25, 1946. Table II presents a monthly comparison of total labour demand and supply. Unfilled vacancies classified by main industry group and by sex, as at April 25, 1946, with absolute and percentage changes in total demand during the last month are shown in Table III.

Clerical Workers

The general increase in industrial activity was reflected in a rise of 28 per cent in the number of clerical workers required during April. At April 25, there were 7,175 clerical workers needed across Canada while applicants seeking this type of work numbered 24,821. Male clerical workers, particularly, were in excess, with approximately eight workers for every unfilled vacancy on file. Demand for female clerical workers continues to be concentrated in Quebec and Ontario while many

¹Unfilled Vacancies are the number of unfilled jobs on file in employment offices as at the date indicated.

²Unplaced Applicants are the number of Unreferred Applicants plus Unconfirmed Referrals. Unreferred Applicants are those who have not been referred to specific jobs as at the date indicated. Unconfirmed Referrals are applicants who have been referred but whose placement has not been confirmed.

of the applicants are registered in the Prairie and Pacific Regions. Additional orders for stenographic help were filed during April. The larger stores and florist shops especially required more workers to meet the increased seasonal activity. As demand for stenographic workers increases, the shortage of experienced and qualified help becomes even more acute. Employers are requesting, for the most part, single girls, who are well-educated and experienced, but suitable applicants are difficult to find. There were 2,859 stenographers and typists required across Canada at April 25, while unplaced applicants numbered 2,450. The need for general clerical workers rose slightly during April with printing and publishing firms reporting increased orders for this type of help.

Sales Workers

As commodity goods gradually become more plentiful, additional sales workers will be required. During April, the demand for sales workers rose slightly to total 4,423 at April 25. Although the number of applicants seeking sales work dropped during April, the available supply at April 25, numbering 14,464, was still well in excess of demand. Qualified help, however, is easily placed in most areas. Many local offices report a serious shortage of experienced applicants with a sufficiently high standard of education and appearance to meet the exacting requirements now specified by employers. Orders remain high for insurance and real estate salesmen, but many of the vacancies are on a commission basis, and applicants, generally, are reluctant to accept this type of work.

Service Workers

Although the total number of service workers registered at employment offices at April 25 exceeds the orders on file, the surplus is due to the large number of male applicants. Female service workers, on the other hand, remain in short supply. There were 16,430 service workers required across Canada at April 25 while unplaced applicants numbered 17,576. Demand for women in the service trades has tripled during the past three months as orders were received for additional help in hotels, restaurants, hospitals, and households. The present shortage of competent and experienced help, however, seriously handicaps placement activity. During April, many orders for summer workers in tourist resorts were filed at employment offices. There were 4,766 women required for domestic service at April 25 but the available supply totalled little more than one-sixth of the

demand. The institution of the Home Aid courses across Canada has somewhat alleviated this situation. Although the number of applicants registering as home aides is still relatively small, both employers and employees have reported very satisfactory results.

Skilled and Semi-Skilled Workers

The labour situation for skilled and semi-skilled workers improved markedly during April as employment opportunities increased while fewer applicants sought this type of work. The number of skilled workers required rose to 36,243 at April 25, while unplaced applicants dropped to 81,973. The shortage of female skilled and semi-skilled workers continues while the supply of skilled male workers is approximately triple the demand. Few qualified journeymen are available, however. Many of the applicants registering at the present time have received a limited training in war industry and are not proficient in the general trade. Any extensive transfer of qualified help is prevented by the lack of housing accommodation in industrial centres.

Textile Workers—Little change was evident in the labour situation for textile workers during April. Local offices are experiencing difficulty in securing trainees for textile work. Although orders have been cleared in areas where unemployment persists, the comparatively low wages offered, together with the lack of housing accommodation, handicaps the number of placements effected. At April 25, there were 8,261 textile workers needed across Canada while the number of applicants seeking this work totalled 3,799. The acute shortage of female sewing machine operators continued during April; in Quebec alone there were 2,730 women required for this type of work but only 812 applicants were available.

Lumber and Wood Products Workers—There were 9,822 men required for lumber and wood products work at April 25; almost 85 per cent of this demand was for loggers. Many sections of the country are now preparing for the river drives. As a result, the demand for skilled loggers remains high. In the Pacific Region, manpower requirements increased to fill the vacancies resulting from the exit of agricultural workers and fishermen. Sawmill operations are getting underway, and many additional workers are needed if production is to keep pace with the raw material required by the construction industry. Furniture manufacturers report an urgent need for skilled workmen, but qualified applicants are difficult to obtain.

Miners—The acute manpower shortage in the mining industry evident after V-J Day,

has been relieved to a large extent. However, the lack of housing accommodation continues to curtail the placement of workers in the mines. Many employers are requesting ex-servicemen only, and this, together with the strict physical requirements, is a deterrent factor in the expansion of employment in the mining industry. The number of skilled miners required dropped during April to total 1,259 at the end of the month. Labour supply increased slightly as university students accepted employment in the mines for the summer months; at April 25, unplaced applicants totalled 1,008. The demand for certificated coal miners stood at 868 at April 25, but only 322 applicants were seeking this type of work. In the Prairie Region a shortage of track layers and mine drivers persists. The need for qualified help is becoming more serious as temporarily employed agricultural workers return to their farms.

Construction Workers—The seasonal upswing in construction activity resulted in demand for skilled construction workers increasing by 70 per cent during April. Despite the continued shortage of materials, the number of building permits issued has been rising sharply. Highly skilled tradesmen are greatly in demand, but many of those registered as skilled construction workers are not qualified. Applicants, in many cases, are in the higher age bracket, while others are not able to perform the services required of specialized construction workers. To alleviate this situation apprenticeship schools for construction workers have been formed throughout Canada. At April 25, there were 5,652 construction workers needed across Canada, while the supply of skilled construction labour totalled

12,270. The need for bricklayers and plasterers remains acute, but suitable applicants are difficult to obtain. Orders for carpenters doubled during April to total 2,829 at April 25; the supply of workers, classified as carpenters, was almost triple the number required.

Workers in Miscellaneous Occupations—The surplus of metalworkers continues, with no immediate alleviation in sight. Although demand increased slightly during April and the available supply fell somewhat, there were still approximately seven applicants for every position registered at the employment service at April 25. Welders and flame cutters, particularly, were in excess supply. The demand for moulders and core makers persists, with an acute shortage reported in Ontario foundries. In some areas, additional labour is required to replace the agricultural workers returning to the farms. There is a good demand for experienced automobile mechanics throughout Canada. Although applicants seeking this work are considerably in excess of demand, many are unable to meet the exacting standards now specified by employers. A slight rise was evident in the demand for truck drivers, but these orders should be easily filled from the abundant supply of workers now registered. Increased activity in laundry and dry-cleaning establishments during the spring resulted in a sharp rise in the need for spotters and finishers. With the opening of the inland waterways during April, orders increased for stevedores and longshoremen. The coal strike in the United States, however, has reduced the number of employment opportunities available for this type of worker.

TABLE I—UNFILED VACANCIES AND UNPLACED APPLICANTS, BY OCCUPATION AND BY SEX, AS AT APRIL 25, 1946

(excluding Agriculture)

Occupational Group	Unfiled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,617	390	2,007	7,030	809	7,839
Clerical Workers.....	1,871	5,304	7,175	13,847	10,974	24,821
Sales Workers.....	2,321	2,102	4,423	8,387	6,077	14,464
Service Workers.....	3,351	13,079	16,430	11,250	6,326	17,576
Fishermen.....	101	.....	101	834	.....	834
Skilled and Semiskilled Workers.....	26,611	9,632	36,243	73,444	8,529	81,973
Food and Kindred Products.....	408	.....	408	1,277	.....	1,277
Textile, Clothing, etc.....	1,181	7,080	8,261	803	2,996	3,799
Lumber and Wood Products.....	9,822	.....	9,822	2,336	.....	2,336
Electrical.....	331	.....	331	2,981	.....	2,981
Mining.....	1,259	.....	1,259	1,008	.....	1,008
Construction.....	5,652	.....	5,652	12,270	.....	12,270
Metalworking.....	2,218	182	2,400	16,531	1,490	18,021
Other Skilled and Semiskilled Workers.....	5,740	2,370	8,110	36,238	4,043	40,281
Unskilled Workers.....	21,834	10,568	32,402	86,490	13,754	100,244
Total.....	57,706	41,075	98,781	201,282	46,469	247,751

Unskilled Workers

The gradual completion of reconversion in many industries, together with the normal upswing in industrial activity during April, was reflected in a sharp rise in orders for unskilled labour. At April 25, there were 32,402 unskilled workers required, as compared with

20,529, five weeks earlier. The supply of labour, on the other hand, fell slightly during the month to total 100,244 at April 25. Demand for unskilled construction workers doubled during April as additional labour was required for residential, industrial, and highway construction. Orders for extra gang

TABLE II—UNFILLED VACANCIES AND UNPLACED APPLICANTS BY MONTH
(excluding Agriculture)

Date	Unfilled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
Mar. 24, 1944.....	90,319	45,015	135,334	42,164	23,729	65,893
Mar. 29, 1945.....	89,351	42,915	132,266	54,049	29,011	83,060
April 20.....	127,370	51,969	179,339	51,560	26,555	78,115
May 25.....	121,046	51,811	172,857	44,971	24,384	69,355
June 22.....	117,886	45,775	163,661	53,170	23,101	76,271
July 20.....	114,067	39,808	153,875	56,005	22,746	78,751
Aug. 24.....	108,013	43,153	151,166	60,121	23,058	83,179
Sept. 21.....	112,428	41,276	153,704	92,411	30,602	123,013
Oct. 19.....	104,556	32,250	136,806	106,055	34,062	140,117
Nov. 23.....	72,236	28,968	101,204	134,238	37,830	172,068
Dec. 21.....	53,515	26,026	79,541	150,583	34,691	185,274
Jan. 24, 1946.....	52,717	30,004	82,721	177,519	42,940	220,459
Feb. 21.....	43,983	31,907	75,890	208,822	47,229	256,051
Mar. 21.....	43,824	34,362	78,186	214,867	48,348	263,215
April 25.....	57,706	41,075	98,781	201,282	46,469	247,751

TABLE III—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT APRIL 25, 1946
(excluding Agriculture)

Industry	Male	Female	Total	Change from March 21, 1946	
				Absolute	Percentage
Logging—					
Pulpwood.....	7,356	23	7,379	— 321	— 4.2
Lumber.....	1,904	14	1,918	— 234	— 10.9
Other Logging.....	521	9	530	— 29	— 5.2
Total.....	9,781	46	9,827	— 584	— 5.6
Mining and Manufacturing—					
Coal Mining.....	1,180	1	1,181	+ 70	+ 6.3
Base Metal Mining and Primary Smelting and Refining—					
Iron and Steel.....	219	61	280	+ 136	+ 94.4
Nickel.....	50	.....	50	+ 48	+ 2,400.0
Other Base Metals.....	259	4	263	— 75	— 22.2
Other Mining and Oil Producing.....	1,668	36	1,704	+ 627	+ 58.2
Aircraft and Parts.....	140	106	246	— 15	— 5.8
Shipbuilding and Repairs.....	599	4	603	+ 129	+ 27.2
Guns and Ammunition.....	125	86	211	+ 44	+ 26.3
Mechanical Transport and Armoured Fighting Vehicles and Secondary Metal Industries (excluding Machinery and Equipment).....	459	87	546	+ 113	+ 26.1
Electrical Machinery and Equipment.....	1,891	573	2,464	+ 781	+ 46.4
Other Machinery and Equipment.....	556	827	1,383	+ 495	+ 55.7
Other Machinery and Equipment.....	1,947	262	2,609	+ 448	+ 38.6
Chemicals and Non-Metallics.....	1,564	631	2,195	+ 927	+ 73.1
Food Processing.....	1,626	1,555	3,181	+ 1,383	+ 76.9
Textiles and Products.....	2,190	9,908	12,098	+ 942	+ 8.4
Wood Products.....	2,992	336	3,328	+ 1,313	+ 65.2
Pulp and Paper.....	1,149	769	1,918	+ 553	+ 40.5
Rubber and Leather.....	858	1,644	2,502	+ 234	+ 10.3
Other Manufacturing.....	1,179	1,901	3,080	+ 547	+ 21.6
Total.....	20,051	18,791	38,842	+ 8,700	+ 28.9
Construction.....	9,334	69	9,403	+ 4,107	+ 77.5
Transportation.....	3,904	220	4,124	+ 1,611	+ 64.1
Other Public Utilities.....	797	525	1,322	+ 472	+ 55.5
Public and Professional Service.....	3,014	2,876	5,890	+ 1,244	+ 26.8
Trade, Finance and Other Service.....	10,811	17,953	28,764	+ 5,311	+ 22.6
Grand Total.....	57,692	40,480	98,172	+20,861	+ 27.0

labour and section hands were received in April. These vacancies will undoubtedly increase during the next few months as extensive provincial programs for highway surfacing and the opening of new roads get underway. Workers, classified as light labour,

comprised over 40 per cent of the applicants seeking unskilled work at April 25. Employment opportunities to which these workers may be referred are very limited at this time, whereas during the war years light labour was easily placed in war industry.

Regional Analysis

The Regional analysis which follows is based on the semi-monthly reports received from Local Employment Offices across Canada. The report covers employment conditions during the month ended April 22, 1946.

Maritime Region

Agriculture.—The demand for farm help started to grow in the latter half of April, as preliminary spring work began. Although twice as many applicants are now listed as there are vacancies, most of these are returned veterans with no real desire to return to agriculture, even though it was their pre-war occupation. The first group of Newfoundlanders, totalling twenty, will arrive at the beginning of May to be trained on Nova Scotia farms. Thirty more are expected later in the month and the demand for these veteran trainees is keen.

In some areas, however, difficulty is being experienced in obtaining farm help because of competition with the forest industries for labour. Farmers cannot meet the higher wages paid by woods operators.

Logging.—In spite of the season of year and the prevailing weather conditions, a considerable demand exists in the logging industry, particularly for pulpwood and fuelwood cutters, and over 500 men were still required in the bush at the end of April. Spring stream driving should begin very soon, as water conditions are favourable owing to recent rains and snowstorms. Sawmill operations will create a further demand for labour almost immediately as spring sawing should commence at any time. Exit permits are being issued to woodsmen in the St. Stephen area for work in Maine.

Coal Mining.—Coal output has remained fairly stable. Several collieries were temporarily tied up because of industrial disputes in Cape Breton and the mainland, but now have resumed operations. Increased labour demand is evident—305 skilled miners are needed, 225 in the Sydney region and 80 in the Minto area. It is expected that discharges will fill these vacancies. In Inverness, the closing of a Nova Scotia Department of Mines colliery will displace 125 men.

Manufacturing.—A surplus of labour is reported in all areas and this situation is not

likely to change while the supply of materials remains at present levels. The Eastern Car Company of New Glasgow will be forced to release from 400 to 800 men if steel deliveries do not improve. A similar situation exists at the Maritime Steel and Foundry Company, despite a generous demand for its product. Activity in the Sydney steel plant is slightly under average, but with the opening of navigation, output is expected to increase. The shipbuilding industry of Halifax is maintaining its employment, small fishing boat construction being especially active. The Lever Bros. soap factory at St. Stephen is still closed because of the scarcity of fats and oils, while shoe manufacturers report that a serious shortage of materials is resulting in reduced production.

Construction.—Adverse weather conditions and material shortages are retarding the tremendous number of residential and commercial construction projects planned throughout the region. Uncertainty regarding supplies is causing contractors to hesitate in accepting building contracts. Skilled tradesmen, especially bricklayers, plasterers and finish carpenters, are in short supply. Unskilled labourers for excavation work are difficult to obtain.

Transportation.—Port work at Saint John and Halifax is slackening off, but it is hoped that with large shipments of grain and goods for UNRRA, a larger number of stevedores and freight handlers will be required than was usual in pre-war years. Nova Scotia has voted \$8,000,000 for highway improvement, and substantial grading and surfacing will be done in New Brunswick. Highway construction, however, will be influenced by the results of the recent Dominion-Provincial Conference.

Veterans.—Unplaced veterans are steadily increasing, although reinstatements are progressing satisfactorily. Training facilities are filled to capacity and over 1,200 applicants are awaiting an opportunity to commence their courses. No difficulty is experienced in placing qualified ex-service women.

Quebec Region

Agriculture.—Activity is still generally light throughout the region, but signs of normal spring revival are evident in several areas. Plans to meet the expected farm labour demand are being carefully formulated. An

innovation in the movement of labour to distressed areas is proposed by the organization of farmer-excursions from the lower St. Lawrence valley to the Montreal and Eastern regions for seeding and harvesting operations. This shuttling of farm labour is made possible by the different climatic conditions in the two regions, which causes about a three-week lag in farm production for the lower St. Lawrence valley.

Logging—Spring driving preparations are in full swing and the favourable conditions expected shortly should enable these operations to get underway. Operators' requirements are mounting, but ample labour is available in all sections.

Mining—Hardrock miners are urgently needed in the Rouyn area. Operators are training employees as qualified men are extremely scarce, but this is a slow process. If skilled miners were available, additional unskilled labour would be required. In the Thetford district, machinery installation is being retarded by a shortage of structural steel, and production of asbestos fibre is thus also delayed.

Manufacturing—The development of new industries is one outstanding feature of the present industrial situation. The former shell-making plant of Defence Industries Limited in Montreal has been converted into a Crown Industrial Building, and between 20 and 30 new industrial firms will be in operation there by fall. Sixteen new businesses are established in the Verdun Industrial Building, and will employ 3,000 persons when in full production. The Dominion Textiles Company reports production to be the highest in the firm's history but it is still unable to fill accumulated orders. The company plans to make a \$750,000 extension to its Magog plant. The clothing industry remains desperately in need of workers, particularly sewing-machine operators. In the building material field all companies report increased activity, with little difficulty being experienced in obtaining the required labour. Rumours persist that the Alcan smelter at Arvida is negotiating a new contract which would provide continuous work for about 4,500 men over a two-year period. Clerical workers are in general demand but although applicants are numerous, those qualified are few.

Construction—The supply situation in the building field has shown little or no improvement, and the acute shortage of every type of construction material remains a serious obstacle.

The accumulated number of new projects is growing daily. During the first part of April, 624 building permits, involving an outlay of

approximately \$3,000,000, were issued in the Montreal area alone. A recent wage increase granted to building trade workers should prove a stabilizing influence in this field. Labourers are particularly in demand, but the need for construction tradesmen is not as great as was anticipated owing to innovations in building methods and pre-fabrication, as well as to material shortages.

Transportation—The port of Montreal is showing renewed activity with the seasonal opening of navigation. The employment situation is somewhat uncertain as the coal strike in the United States is already affecting inland shipping to some extent. The Saguenay terminals are scheduled to open this week and about 100 men will commence work in connection with navigation in this district. The CPR will spend more than \$3,000,000 on lines radiating from Montreal, with the resulting variety of projects creating work for diversified types of tradesmen as well as for unskilled workers.

Ontario Region

Agriculture—Seeding of spring grain has been completed in most districts, dry weather having advanced this operation in the southern and western sections of the province. Present indications point to a full crop of fruits and an increased acreage of flue tobacco, but there is a general feeling that some crop acreages may be reduced because of a lack of labour. Orders for farm labour are reaching the local offices in large numbers, and in many areas anxiety is expressed over inability to interest workers in farm employment. Japanese labour is being used on farms, especially in the Guelph area.

Logging—River driving is in full swing except in the extreme northern part of Ontario. Nearly 200 river drivers were supplied for the Arnprior area in one week. At Sault Ste. Marie, Timmins and Kapuskasing, pulp cutters are still in demand but the overall need for bushmen has decreased to approximately 1,700 men at the present time. Sawmill operations will commence early in May, and orders for workers now are being filed.

Mining—The general employment situation in Ontario mines is satisfactory. Demand for experienced gold miners is increasing but no trouble in filling these orders is expected.

Manufacturing—The upward trend in manufacturing activity is continuing at a slightly slower rate due to the material shortages affecting many industries. Automobile production is well underway, Oshawa plants resuming operations on April 8. A substantial surplus of labour remains in this city, however, a sur-

plus which is being tapped by outside areas. Skilled help is at a premium for certain machine occupations; in addition, moulders, tool and die makers, and lathe operators are in demand. Brantford, Orillia, Owen Sound, Peterborough and Guelph need such workers urgently. Foundry workers to replace those now leaving for the farm, are required in London.

The effects of the American coal strike was not felt in full force during April, but dwindling coal piles forecast a crippling of industry in May if the strike does not end. The furniture industry is working at full speed and more furniture is being produced today than ever before, despite a shortage of materials and skilled help. The increased production, however, is still inadequate to meet the huge "new family" demand. All classes of labour are required in the textile industry, particularly sewing-machine operators, spinners and doffers. New plants will open shortly in Kingston and Lindsay. Steady need for workers exists in the leather products industry, particular shortages being reported in the Stratford area.

Construction—Residential construction work has increased during the month, particularly in Toronto where 561 new houses were started. Building material shortages are becoming more acute. Skilled tradesmen such as bricklayers, carpenters and plasterers, and experienced labourers are needed. Numerous large contracts for industrial and public works projects in the building field have been awarded throughout the region.

Transportation—Track maintenance men are required by both the CPR and the CNR for work at various divisional points, although lay-offs in the running trades are taking place. Lake shipping activity is slow owing to the effects of the soft coal strike. The Ontario Department of Highways plans to spend about \$46,000,000 on highways in the present summer, a project which will absorb much of the unskilled labour surplus.

Veterans—Conditions are improving for veterans. The ratio of placements to applicants is steadily rising. The chief difficulty is that many veteran applicants are totally unskilled and therefore difficult to place.

Prairie Region

Agriculture—The urgency of demand for farm help varies throughout this region. In southern Manitoba, farm orders are steadily coming in, particularly for tractor men. Localized shortages are expected to appear as the season advances, but no general farm labour shortage exists as yet. The Saskatchewan farm labour situation is well in hand, supply of agricultural workers being adequate

at present. In Alberta, the competition of other industries is creating some farm placement difficulties but all demands are being filled. A local shortage is expected shortly at Edmonton where considerable activity is currently occurring. Rush demand throughout the Prairie region has not occurred this season as the past month of fine weather has given farmers more time to prepare for spring work.

Logging—Spring drives are now either underway or about to start throughout north-western Ontario, which is included in the Prairie Region. The withdrawal of German prisoners-of-war from pulpwood camps in the Port Arthur area has begun, despite the fact that all operating companies are still seeking cutters. The industry faces a serious manpower shortage as it seems that neither the average Canadian youth nor the returned ex-serviceman desires work in the woods. Activities in Manitoba, Saskatchewan and Alberta are currently at a standstill.

Coal Mining—Coal mining is rather slack except in the Lethbridge and Red Deer areas, where qualified miners are required; and in the Blairmore district where housing accommodation is proving a bottleneck to filling labour needs. In the Estevan area of Saskatchewan, mines are employing skeleton crews only, and displaced workers are reluctant to migrate to Alberta mining districts.

Base Metal Mining—Skilled and semi-skilled miners continue to be in short supply in the Fort Frances region, but clearance orders are producing excellent results and the situation is only temporary. Steep Rock Iron Mines announce definite expansion of operations. The northern mining areas are still inaccessible, but flying will recommence shortly. The Red Lake district of Kenora will be open by May 1, and orders for labour are being placed. Inexperienced or partially experienced men are available.

Manufacturing—Employment is expanding in the Canada Car and Foundry Company of Fort William, where one hundred employees were hired recently and approximately sixty more will be added weekly for an indefinite period. Rolling mills in Selkirk are also showing increased activity. Building materials manufacturing firms are extremely busy. Labour shortages are restricting output in brick yards at Medicine Hat and Edmonton, and material shortages are hampering sash and door factories. Expanded output of soil pipe at Winnipeg will result from plant extensions to the Anthes foundry. Activity remains slight at all packing house centres, with comparatively little labour turnover. Trainees are required by garment, fur, shoe

and leather firms but it is difficult to interest suitable applicants in this type of work.

Construction—Building construction is under way in all areas, although material shortages and lack of skilled labour are holding up numerous projects. Experienced tradesmen are urgently required in Calgary, Yorkton and Red Deer. Except for plasterers, the Winnipeg area is well supplied with labour. Restricting shortages of supplies are reported in Lethbridge, Prince Albert and Calgary.

Transportation—The opening of lake navigation near the beginning of April has effected the re-hiring of docks workers, including 300 stevedores and longshoremen. The CNR has re-employed nearly all men released in March in the Prince Albert, North Battleford and Yorkton areas, and additional workers will soon be required. Orders for track maintenance workers have been placed at Medicine Hat, Edmonton, Weyburn, Moose Jaw, Brandon and Winnipeg.

Veterans—Difficulty in placing veterans in available work opportunities is chiefly attributable to their reluctance to accept temporary employment; lack of proper qualifications for the type of work they desire; and their disinterest in returning to pre-enlistment farming occupations.

Pacific Region

Agriculture—Little increase in farm labour orders is evident, apart from the continuing demand for dairy workers which is concentrated in the Fraser valley. The lateness of the season will undoubtedly create an abnormal rush demand for labour when spring work commences, as farmers will have to speed up operations.

Logging—In the coastal region, logging vacancies have increased by about 75 per cent in the past month, all types of skilled and unskilled men being required. Several factors enter into this acute shortage—the seasonal migration of workers to farming and fishing; the increased production goals of forest operators; and unsettled labour relations in the industry causing workers to avoid this type of work.

In the Okanagan and Kootenay areas, demand for loggers and sawmill workers is mounting. Skilled men are so scarce that most camps are willing to accept untrained men in limited quantities for training purposes. Some of the operators in this area have formerly employed large numbers of Japanese many of whom are not available this year.

Better towing weather has brought about an increased supply of logs in the lower mainland area and several mills are now planning extra shifts.

Coal Mining—All employment offices in coal mining areas report unfilled orders for certified miners and underground labourers. The recall for discharge of military personnel on industrial leave has aggravated this condition.

Base Metal Mining—Operations are expanding and the demand for workers is mounting. At Dawson, 340 men were required for placer work in the middle of the month. Developmental work is progressing on a hard-rock project in this area, and if successful will create many new employment opportunities. A new wage agreement is being negotiated between the Consolidated Mining and Smelting Company of Trail and the Union, which is affecting employment for the present. The general shortage of labour may be temporarily relieved by university students, numbers of whom intend to seek work in the mines during their summer vacation.

Manufacturing—All labour requirements in excess of normal turnover are few. Shipbuilding yards are still suffering from the serious steel shortage, which has resulted in the temporary release of several welders and burners at Vancouver. Victoria yards are maintaining employment, and require the odd journeymen now and then. The lack of highly-skilled workmen is still proving a bottleneck in the wooden shipbuilding industry, and most firms are favouring training-on-the-job and boatbuilding classes to overcome this situation. The fish-packing industry is becoming more active and vacancies are easily filled. Clerical workers are needed, but few of the numerous applicants possess the necessary qualifications.

Construction—Construction work has commenced in all areas, but a shortage of materials restricts operations periodically. Demand for unskilled workers is rising at Vancouver. Skilled finishing carpenters are scarce. At Victoria, a shortage of experienced men, both tradesmen and labourers, exists. The semi-skilled carpenters available are not acceptable to employers. All types of workers are required for the pulp mill project now underway at Port Alberni. The supply of professional and technical personnel for the construction industry—engineers, mechanics, architects, draughtsmen—is not nearly adequate to meet the demand.

Transportation—Coastal shipping is becoming more active and orders for marine workers are being listed, the higher ranks of seamen being difficult to obtain. Railway gang labourers and bridgemen are needed at various points but placement is slow as wages are low. The Canadian Army requires some civilian workers for the Alaska highway. This

order is being filled from the local labour supply.

Veterans—Placements of veterans are steadily rising, but the number of unREFERRED male veterans remains fairly stable owing to

a corresponding increase in discharges. About one-third of the unplaced ex-service personnel are veterans of the 1914-18 war and are fit only for light duties. This is making their placements difficult.

Applications for Employment; Vacancies and Placements; March, 1946

REPORTS received from the National Employment Service Offices of the Unemployment Insurance Commission during the four-week period March 1 to March 28, 1946, showed an increase of 13.1 per cent in business transacted, when compared with the preceding period February 1 to February 28, and a decrease of 51.0 per cent in comparison with the four weeks March 2 to March 29, 1945, this computation being based on the average number of placements recorded daily. Under the first comparison, minor decreases were noted in forestry and logging and public utilities operation, and nominal losses in fishing and hunting and finance and insurance. All other industrial divisions registered increases the most noteworthy being a moderate gain in construction, and smaller advances in services and manufacturing. When compared with the four weeks ending March 29, 1945, except for a small increase in agriculture, losses were recorded in all industrial groups, the greatest being a substantial decrease in manufacturing and moderate declines in services, trade, public utilities operation, and forestry and logging.

The accompanying chart shows the trend of employment since January, 1943, as represented by the ratios of vacancies notified and of placements effected for each one hundred applications for work registered at Employment Offices throughout Canada. It will be seen from the graph that the trends of vacancies and placements in relation to applications took upward courses, the ratio of vacancies to applications being 85.5 during the four weeks ending March 28, 1946 in contrast with 67.8 during the preceding period and 116.4 during the four weeks March 2 to March 29, 1945. The ratio of placements to each one hundred applications was 37.6 as compared with 31.9 in the previous period and 69.0 in the four weeks ending March 29, a year ago.

The average number of vacancies reported daily by employers to the offices of the Commission throughout Canada during the period under review was 5,398 compared with 4,477 during the preceding four-week period, and 8,218 during the period March 2 to March 29, last year. The average number of appli-

cations for employment received daily by the Offices during the four weeks March 1 to March 28, 1946, was 6,312 in comparison with 6,597 for the previous four weeks and 7,054 in the corresponding period in March, 1945. The average number of placements made daily by the offices during the period ending March 28, 1946, was 2,379 of which 2,170 were in regular employment and 209 in work of one week's duration or less, as compared with a total daily average of 2,104 during the previous four weeks. Placements in the period ending March 29, 1945 averaged 4,860 daily, consisting of 4,720 placements in regular and 140 in casual employment.

During the period March 1 to March 28, 1946, the offices of the Commission referred 89,621 persons to vacancies and effected a total of 57,078 placements. Of these, the placements in regular employment were 52,074 of which 38,684 were of males and 13,390 of females, while casual placements totalled 5,004. The number of vacancies reported by employers was 87,781 for males and 41,758 for females, a total of 129,539 and applications for work numbered 151,501 of which 110,671 were from males and 40,830 from females. Reports for the four weeks March 1 to March 28, 1946, showed 129,539 positions available, 151,501 applications made and 57,078 placements effected, while from March 2 to March 29, 1945 there were recorded 197,221 vacancies, 169,305 applications made and 116,653 placements in regular and casual employment.

The following table gives the placements effected by employment offices, each year, from January, 1936 to date:—

Year	PLACEMENTS		
	Regular	Casual	Totals
1936.....	217,931	113,519	331,450
1937.....	275,300	114,236	389,536
1938.....	256,134	126,161	382,295
1939.....	242,962	141,920	384,882
1940.....	320,090	155,016	475,106
1941.....	316,168	191,595	507,763
1942.....	809,983	85,638	895,621
1943.....	1,890,408	53,618	1,944,026
1944.....	1,693,119	46,798	1,739,917
1945.....	1,445,692	47,889	1,493,581
1946 (13 weeks).....	157,571	15,386	172,957

Nova Scotia and Prince Edward Island

Positions offered through National Employment Service Offices in Nova Scotia and Prince Edward Island during the four weeks March 1 to March 28, 1946, averaged 178 daily in contrast with 160 in the previous period and 252 during the corresponding four weeks of 1945. The average number of placements effected daily was 92 during the period under review, in comparison with 90 in the preceding four weeks and 176 during the period ending March 29 a year ago. A fairly large decline in manufacturing together with moderate losses in services, public utilities operations and trade accounted for the reduction in placements from the four weeks ending March 29 last year. Placements by industries numbered: services 652; manufacturing 566; trade 357; construction 254; public utilities operation 134 and mining 100. There were 1,482 men and 575 women placed in regular employment.

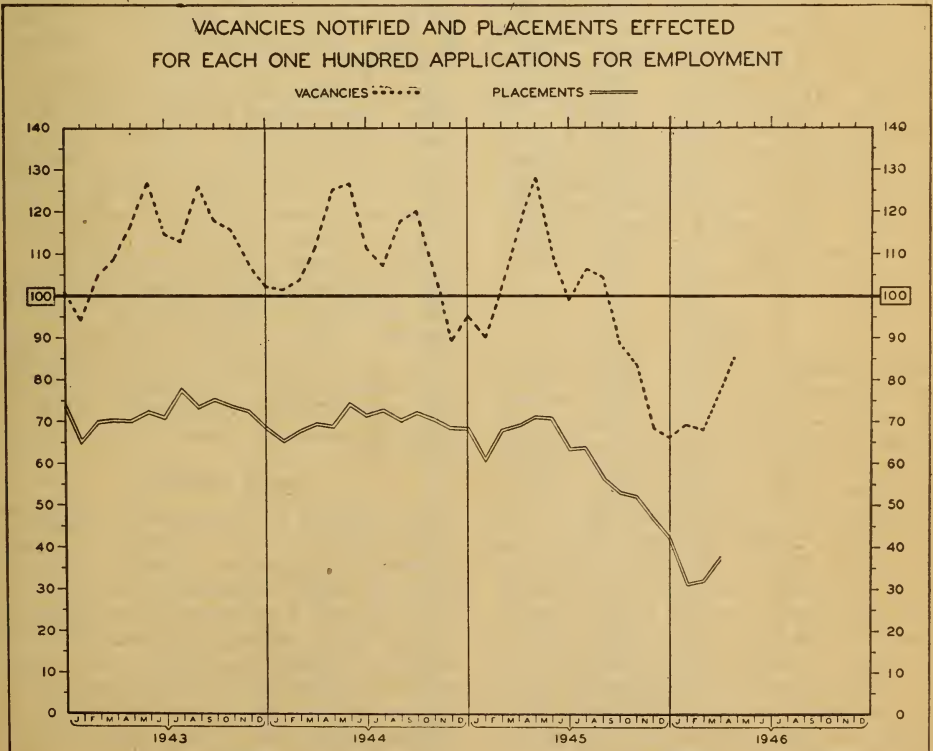
New Brunswick

There was a decrease in the average number of positions available daily at Employment Offices in New Brunswick during the period under review, there being 120 in comparison

with 142 in the preceding four weeks and 202 during the period terminating March 29 last year. Placements showed a daily average of 67 compared with 59 in the previous four weeks and 146 during the corresponding period of 1945. When comparing placements by industrial divisions with the four weeks terminating March 29 a year ago, none of the changes was large, the most significant being moderate decreases in manufacturing, public utilities operation, trade, services, and forestry and logging. Placements by industrial groups included: services 460; manufacturing 360; construction 208; trade 197; public utilities operation 182 and mining 124. Regular placements numbered 1,081 of men and 361 of women.

Quebec

Employment opportunities as indicated by orders received at Offices in the province of Quebec during the four weeks ending March 28, 1946, showed a daily average of 1,156 workers, in comparison with 1,072 in the previous period and 2,405 during the four weeks March 2, to March 29, 1945. There was a daily average of 356 replacements compared with 319 in the preceding period and 1,406 during the four weeks ending March 29 a year ago. A pronounced decrease in manu-



facturing supplemented by substantial losses in forestry and logging, services, trade and declines smaller in volume in construction and public utilities operation were responsible for the reduction in placements from the corresponding period last year. In addition, moderate declines were noted in finance and insurance, and mining. Industries in which employment was secured for more than 300 workers included: manufacturing 3,592; services 1,406; construction 1,338; trade 715; forestry and logging 656; public utilities operation 326 and mining 304. Placements in regular employment totalled 6,543 of men and 1,882 of women.

Ontario

Orders received at Employment Offices in Ontario during the period terminating March 28, 1946, called for a daily average of 2,461 workers in contrast with 1,939 in the four weeks ending February 28, 1946, and 3,556 during the corresponding period of 1945. The average number of placements registered daily was 1,070, in comparison with 965 in the preceding four weeks and 1,984 during the period terminating March 29 last year. With the exception of a small gain in agriculture, all industrial groups showed declines when compared with the four weeks terminating March 29, 1945. The most noteworthy loss was reported in manufacturing, followed by substantial decreases in services, trade and public utilities operation, with reductions of more moderate proportions in finance and insurance, and forestry and logging. Industrial divisions in which most of the placements were effected were: manufacturing 10,066; services 5,491; construction 3,232; trade 2,608; public utilities operation 1,684; forestry and logging 1,297 and mining 577. There were 18,524 men and 5,839 women placed in regular employment.

Manitoba

Orders listed at Employment Offices in Manitoba during the four weeks ending March 28, 1946, called for a daily average of 272 workers, compared with 214 during the preceding period, and 387 in the corresponding four weeks a year ago. Placements recorded a daily average of 166 during the period March 1 to March 28, in contrast with 140 in the preceding four weeks and 242 during the period ending March 29, 1945. Placements were less numerous than those of the corresponding four weeks of last year, the highest decrease being in trade, while moderate losses were reported in manufacturing, services and public utilities operation. Placements by industries included: services 1,435; trade 882; manufacturing 784; construction 310; public utilities operation 194; agriculture 139 and

mining 119. Regular placements numbered 1,768 of men and 1,292 of women.

Saskatchewan

The demand for workers on a daily average as indicated by orders listed at Employment Offices in Saskatchewan during the four weeks under review, was 212 as compared with 136 in the previous period and 206 during the four weeks terminating March 29 a year ago. There was a daily average of 91 placements in comparison with 85 in the preceding period and 117 during the four weeks terminating March 29 last year. Placements by industrial groups showed small variation from the corresponding period of 1945, the largest changes being moderate declines in trade and manufacturing. In the remaining groups, the losses exceeded the gains. Placements by industrial divisions numbered: services 992; trade 472; manufacturing 213; public utilities operation 159; construction 157 and agriculture 123. Placements in regular employment totalled 1,018 of men and 617 of women.

Alberta

During the period ending March 28, 1946, the daily average positions offered through Offices in Alberta was 303, compared with 218 in the four weeks ending February 28, and 337 during the period March 2 to March 29, 1945. The average number of placements effected daily was 161, in contrast with 133 in the previous period and 216 during the four weeks ending March 29 a year ago. The reduction in placements from the corresponding period of last year, was due to moderate declines in trade, services, public utilities operation, manufacturing and mining, as except for a small loss in finance and insurance, all other groups showed improvement, the most important being in forestry and logging, and agriculture. Placements by industries included: services 1,265; trade 620; manufacturing 568; construction 398; agriculture 321, public utilities operation 252; forestry and logging 249 and mining 158. There were 2,235 men and 1,086 women placed in regular employment.

British Columbia

Opportunities for employment at Employment Offices in the province of British Columbia during the period terminating March 28, 1946, numbered 695 daily in contrast with 597 in the previous four weeks and 873 during the period terminating March 29 last year. Placements showed a daily average of 374, in comparison with 309 in the preceding four weeks and 574 during the period terminating March 29 a year ago. The substantial loss in manufacturing was mainly

REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS
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Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Prince Edward Island	479	271	963	375	231	22	2,532
Charlottetown.....	331	225	636	262	130	12	1,728
Summerside.....	148	46	327	113	101	10	804
Nova Scotia	3,781	2,855	6,763	2,869	1,826	134	15,129
Amherst.....	40	13	298	38	23		1,105
Bridgewater.....	38	37	166	28	15		546
Dartmouth.....	247	243	249	98	49	3	276
Digby.....	100	90	327	9	12		647
Glace Bay.....	79	86	347	98	93	2	1,088
Halifax.....	1,368	1,460	1,656	828	334	35	2,200
Inverness.....	20	6	117	19	18		288
Kentville.....	132	125	397	76	36	2	742
Liverpool.....	107	52	188	101	78		593
New Glasgow.....	616	59	944	641	560	31	2,282
New Waterford.....	23	186	105	31	24		298
North Sydney.....	210	133	170	109	82		364
Pictou.....	66	14	126	60	39	11	499
Springhill.....	18	11	104	18	14		280
Sydney.....	336	84	742	385	248	44	2,100
Sydney Mines.....	41	3	124	44	44		482
Truro.....	234	152	336	199	101	4	504
Yarmouth-Shelburne.....	106	101	367	87	56		885
New Brunswick	2,886	1,860	5,979	2,354	1,442	177	9,947
Bathurst.....	81	79	440	30	7	17	1,203
Campbellton.....	188	167	568	139	31	69	1,068
Edmundston.....	82	15	318	82	79		470
Fredericton.....	162	145	295	118	52	9	428
Minto.....	124	51	225	133	140		161
Moncton.....	910	526	1,770	757	448	61	3,200
Newcastle.....	99	92	464	41	18		923
Saint John.....	981	551	1,504	937	549	21	1,842
St. Stephen.....	129	156	123	39	37		221
Sussex.....	70	25	121	35	38		173
Woodstock.....	60	53	151	43	43		258
Quebec	27,739	25,264	40,029	16,748	8,425	115	86,053
Acton Vale.....	41	103	55	19	22		127
Asbestos.....	127	156	96	37	28	2	137
Baie St. Paul.....	116	95	93	54	52		298
Beauharnois.....	134	77	169	63	37	13	500
Buckingham.....	94	49	157	61	63		487
Causapscal.....	9	254	144	5	4		381
Chandler.....	1	13	139				546
Chicoutimi.....	1,573	1,141	650	107	47		1,346
Coaticook.....	114	67	106	80	65		174
Cowansville.....	45	60	23	1	1		70
Dolbeau.....	603	197	96	3	4		138
Drummondville.....	937	303	793	810	573		983
East Angus.....	33	9	128	44	40		131
Farnham.....	52	64	61	30	18		90
Granby.....	368	275	273	123	82		390
Hull.....	395	536	669	105	66		1,506
Joliette.....	403	382	526	105	71		1,539
Jonquiere.....	45	9	457	24	21		1,325
Lachute.....	131	92	529	107	78		320
La Malbaie.....	24		171	20	19		281
La Tuque.....	255	165	136	27	27		324
Levis.....	88	71	446	51	43		2,858
Louiseville.....	57	30	206	36	26		403
Magog.....	160	41	189	94	58		150
Matane.....	248	475	190	76	66	3	287
Megantic.....	61	34	95	35	10		150
Mont Laurier.....	104	48	122	76	83		80
Montmagny.....	328	110	382	250	232		485
Montmorency.....	60		118	57	57		529
Montreal.....	10,471	15,318	19,669	7,558	2,343	52	39,487
Plessisville.....	58	56	64	12	9		189
Port Alfred.....	206	48	326	198	178		282
Quebec.....	1,549	797	3,857	1,547	670	7	12,721
Richmond.....	67	66	62	40	34		69
Rimouski.....	216	921	484	335	345		793
Riviere du Loup.....	95	60	324	6	7		1,040
Roberval.....	43	407	88	47	27		126
Rouyn.....	432	365	668	966	189		417
Ste. Agathe.....	254	132	173	178	154	1	118
Ste. Anne de Bellevue.....	78	19	219	4	2		314
Ste. Therese.....	211	230	253	152	148		756
St. Georges de Beauce.....	81	22	136	78	74		316

REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FOUR WEEKS
MARCH 1 TO MARCH 28, 1946

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
St. Hyacinthe.....	219	376	264	103	57		665
St. Jean.....	458	299	971	501	360		401
St. Jerome.....	276	185	357	149	187		497
St. Joseph d'Alma.....	75	10	276	70	66		466
Shawinigan Falls.....	140	22	406	125	120		2,023
Sherbrooke.....	644	307	796	569	352	34	816
Sorel.....	349	58	552	296	296		2,574
Thetford Mines.....	157	68	358	162	98		785
Three Rivers.....	681	201	1,380	451	242	3	3,373
Val d'Or.....	3,716	64	353	184	169		180
Valleyfield.....	401	228	588	367	286		1,195
Victoriaville.....	206	149	186	150	119		370
Ontario.....	59,065	35,916	53,809	39,099	24,363	1,320	82,128
Arnprior.....	276	145	184	146	129	2	123
Barrie.....	321	227	140	128	91		339
Belleville.....	358	196	496	324	224		868
Bracebridge.....	101	59	190	77	80		239
Brampton.....	188	171	224	66	51		413
Brantford.....	1,013	508	918	701	427	12	759
Brockville.....	233	66	845	200	183		804
Carleton Place.....	65	19	76	55	51		98
Chatham.....	359	347	443	194	78	2	1,320
Cobourg.....	94	34	107	91	77		98
Collingwood.....	13	61	110	4	4		803
Cornwall.....	722	177	1,035	572	520	48	1,247
Dunnville.....	64	67	95	20	17		154
Fergus.....	82	65	55	59	36	2	37
Fort Erie.....	186	26	246	304	159		753
Fort Frances.....	225	160	207	88	103		206
Fort William.....	920	180	1,451	941	776	9	2,637
Galt.....	738	678	235	226	125	1	171
Gananoque.....	92	30	79	64	54	14	126
Goderich.....	154	169	94	54	37		165
Guelph.....	1,073	424	637	613	382		234
Hamilton.....	4,124	2,341	4,208	3,994	1,708	224	6,458
Hawkesbury.....	278	194	199	144	140	3	648
Ingersoll.....	197	100	140	186	147	2	30
Kapuskasing.....	1,066	759	57	45	158	1	37
Kenora.....	626	355	121	22	108		246
Kingston.....	798	274	889	810	522		732
Kirkland Lake.....	429	210	560	394	212	21	563
Kitchener Waterloo.....	1,864	1,464	607	719	458	7	183
Leamington.....	114	100	209	80	23		401
Lindsay.....	64	47	163	60	32		676
Listowel.....	64	120	91	54	40		118
London.....	2,679	1,425	1,784	1,998	952	180	1,341
Midland.....	96	68	233	68	50		525
Napance.....	113	76	128	88	81		201
Newmarket.....	99	95	69	32	14		239
New Toronto.....	779	465	1,071	533	428		761
Niagara Falls.....	617	281	549	419	236	9	906
North Bay.....	378	169	476	220	174	49	417
Orangeville.....	63	58	64	37	21		112
Orillia.....	286	136	359	267	196	1	784
Oshawa.....	516	362	1,195	416	194		6,346
Ottawa.....	2,751	1,623	3,049	2,141	886	2	4,091
Owen Sound.....	426	215	393	413	251	1	331
Paris.....	38	74	43	32	21		33
Parry Sound.....	32	10	307	30			795
Pembroke.....	202	167	490	48	36		634
Perth.....	218	136	286	225	157	18	148
Peterborough.....	624	371	673	697	442		954
Pictou.....	44	34	143	24	16		224
Port Arthur.....	1,834	1,597	1,314	706	711		2,099
Port Colborne.....	113	170	189	113	40		552
Port Hope.....	105	65	70	71	34		80
Prescott.....	60	29	114	41	63		236
Renfrew.....	207	92	181	179	87		307
St. Catharines.....	1,051	491	1,042	840	582	5	3,235
St. Thomas.....	386	365	554	284	138	8	464
Sarnia.....	379	134	576	270	192		673
Sault Ste. Marie.....	850	846	448	217	298		737
Simcoe.....	170	107	326	101	59	8	413
Smiths Falls.....	196	86	119	36	20		141
Stratford.....	452	327	574	429	259	64	596
Sturgeon Falls.....	75	21	202	65	60		281
Sudbury.....	908	325	1,472	993	600	28	2,190
Tillsonburg.....	56	64	41	3	4		110
Timmins.....	2,578	1,166	1,429	1,175	964	37	943
Toronto.....	17,711	11,753	12,522	10,774	6,785	422	14,086

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MARCH 1 TO MARCH 28, 1946—Concluded

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Ontario—Concluded							
Toronto Junction.....	1,642	1,024	1,040	932	469	17	1,442
Trenton.....	134	161	190	163	170		459
Walkerton.....	135	118	171	52	45		334
Wallaceburg.....	158	53	189	44	23		268
Weland.....	618	257	439	307	178		1,516
Weston.....	587	238	713	433	314		923
Windsor.....	1,553	599	3,324	1,534	874	123	8,315
Woodstock.....	245	290	147	214	92		190
Manitoba	6,537	3,021	9,981	6,178	3,060	928	17,341
Brandon.....	349	254	565	261	182		1,189
Dauphin.....	79	82	275	64	55		539
Flin Flon.....	156	102	172	154	124	14	44
Portage la Prairie.....	124	100	278	108	31	1	823
Selkirk.....	33	23	123	25	17		229
The Pas.....	96	88	154	138	57		128
Winnipeg.....	5,700	2,372	8,414	5,428	2,594	912	14,389
Saskatchewan	5,090	3,416	6,521	4,380	1,635	555	9,415
Estevan.....	116	95	147	73	62		204
Moose Jaw.....	434	297	694	444	207	11	1,330
North Battleford.....	74	97	222	34	15		621
Prince Albert.....	305	175	631	289	130	38	871
Regina.....	2,555	1,529	2,343	2,259	787	335	2,471
Saskatoon.....	1,249	965	1,686	1,109	324	159	2,392
Swift Current.....	90	62	191	42	41	1	417
Weyburn.....	72	65	136	36	20		250
Yorkton.....	195	131	471	94	49	11	859
Alberta	7,273	3,483	8,138	5,613	3,321	552	12,091
Black Diamond.....	30	4	44	11	10		134
Blairmore.....	180	106	45	20	63		42
Calgary.....	2,385	943	2,870	2,202	1,196	212	4,518
Drumheller.....	293	198	134	58	34		200
Edmonton.....	3,080	1,265	4,118	2,627	1,474	313	5,601
Edson.....	264	175	53	34	74		77
Lethbridge.....	377	306	354	253	163	19	817
Medicine Hat.....	454	267	295	296	201	5	309
Red Deer.....	210	219	225	112	106	3	393
British Columbia	16,689	7,838	19,318	12,005	7,771	1,201	32,725
Chilliwack.....	595	201	376	339	388	4	288
Courtenay.....	166	285	118	39	141		174
Cranbrook.....	178	156	116	63	32		177
Dawson Creek.....	95	61	124	93	79		104
Duncan.....	468	288	251	250	410	1	128
Fernie.....	47	81	42	12	13		57
Kamloops.....	234	106	289	130	132		221
Kelowna.....	204	62	225	217	154	1	581
Nanaimo.....	244	275	267	164	262	1	336
Nelson.....	96	97	206	54	76		799
New Westminster.....	992	385	1,419	1,082	506	133	2,838
North Vancouver.....	231	90	527	185	138		1,514
Penticton.....	301	52	363	379	255		529
Port Alberni.....	646	303	241	242	319		128
Prince George.....	490	120	388	428	410	5	170
Prince Rupert.....	256	164	287	174	141		469
Princeton.....	154	52	113	103	115	4	57
Trail.....	138	47	201	116	106		516
Vancouver.....	8,553	3,447	11,439	6,265	2,867	775	19,685
Vernon.....	291	162	387	201	204		794
Victoria.....	2,185	1,011	1,870	1,419	950	275	3,046
Whitehorse.....	125	393	69	50	73	2	114
Canada	129,539	83,924	151,501	89,621	52,074	5,004	266,361
Males.....	87,781	47,518	110,671	59,797	38,684	1,651	217,457
Females.....	41,758	36,406	40,830	29,824	13,390	3,353	48,904

responsible for the decrease in placements from the corresponding four weeks of 1945, although forestry and logging, public utilities operation and services reported fairly large declines. Moderate reductions were recorded in trade, and finance and insurance but these were offset in part by gains in construction

and mining. Industrial divisions in which the majority of placements were affected were: services 2,463; manufacturing 1,935; construction 1,373; forestry and logging 1,139; trade 1,018; public utilities operation 531 and mining 289. Regular placements numbered 6,033 of men and 1,738 of women.

Quarterly Report of National Employment Service Offices, December 28, 1945 to March 28, 1946

EMPLOYMENT conditions as indicated by the work of National Employment Service Offices of Canada during the quarter December 28, 1945, to March 28, 1946, showed heavy losses in both vacancies and placements, there being reductions of 36.4 per cent in vacancies offered and 55.4 per cent in placements effected when compared with those reported during the corresponding quarter of 1945. A marked decrease in vacancies was reported in manufacturing together with substantial losses in services, trade, public utilities operation and fairly large declines

in mining, finance and insurance, construction and forestry and logging. An appreciable gain was shown in agriculture and a moderate increase in fishing and hunting. Placements were higher in agriculture but were greatly offset by losses in manufacturing, services, logging, trade, public utilities operation, construction, finance and insurance and mining. All provinces except Prince Edward Island reported fewer vacancies and all recorded reductions in placements, the most noteworthy declines in both vacancies and placements being in Quebec and Ontario.

TABLE I—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT SERVICE OFFICES.

Industry	Pr. Edward Island			Nova Scotia			New Brunswick			Quebec		
	Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements	
		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual
Agriculture	45	13		118	43	2	106	31		302	97	
Fishing, Hunting and Trapping	14	13	1	168	11							
Forestry and Logging	60	2		1,143	506	5	2,088	380	1	25,190	2,810	2
Mining				127	229		293	263		1,899	1,355	
Metallic Ores and Prospecting.....										1,472	1,029	
Coal.....				120	222		281	253			1	
Oil, Gas Wells, Quarrying.....				7	7		12	10		427	325	
Manufacturing	318	316	10	3,067	1,657	15	2,319	1,205	7	32,557	10,809	29
Food and Kindred Products.....	228	253	10	790	366	5	370	182	2	2,264	600	4
Textiles, apparel, etc.....	4	4		519	275	2	296	128	1	12,896	3,626	4
Lumber and Finished Lumber Products.....	23	11		202	82		547	277		2,589	1,035	2
Pulp, Paper Products and Printing.....	17	10		435	168	2	258	122	2	2,481	1,139	5
Chemical and Allied Products.....	40	36		21	14		132	72		1,137	385	13
Products of Petroleum and Coal.....										119	57	
Rubber Products.....										964	435	
Leather and its Products.....				9	6		32	18		1,851	453	
Stone, Clay and Glass Products.....				87	28		35	14		513	245	
Iron and Steel and their Products.....	4	2		236	196	2	273	179	2	1,509	628	
Non-Ferrous Metal Products.....				5	5		4	4		1,411	320	
Machinery.....				9	4		12	8		1,889	700	1
Transportation Equipment.....	2			749	511	4	329	186		1,577	824	
Miscellaneous.....				5	2		31	15		1,357	356	
Construction	34	26	1	1,025	564	11	885	585	2	6,982	2,997	6
Public Utilities Operation	161	93	6	928	495	56	1,142	663	18	4,903	1,644	133
Heat, Light and Power.....	37	36	1	35	26		22	10		209	141	
Transportation and Storage.....	114	51	5	805	418	56	1,051	611	18	4,143	1,379	133
Communications.....	10	6		88	51		69	42		551	124	
Trade	219	157	7	1,730	900	39	1,331	504	23	6,466	2,114	46
Finance and Insurance	24	20		207	55	3	127	43		1,449	364	4
Services	415	236	17	3,262	1,370	270	2,333	915	312	12,430	3,985	321
Professional and Public.....	110	85	4	1,160	526	34	763	396	49	3,113	1,320	20
Recreational.....	3	1	1	75	24	2	60	25		286	86	
Business.....	3	3		32	19		28	13	1	274	98	
Domestic.....	140	48	10	532	110	201	487	39	231	2,479	393	223
Personal other than Domestic.....	23	12		284	93	2	152	77	1	1,439	391	
Hotels and Restaurants.....	109	68	2	842	439	15	601	256	20	3,072	1,169	6
All Others.....	27	19		337	159	16	242	109	10	1,767	528	72
Totals	1,290	876	42	11,775	5,830	401	10,624	4,589	363	92,168	26,175	541
Males	687	407	32	7,918	4,149	170	7,726	3,486	97	65,690	20,258	213
Females	603	469	10	3,857	1,681	231	2,898	1,103	266	26,478	5,917	328

The accompanying table gives the vacancies and placements of the National Employment Offices by industrial groups in the various provinces during the period December 28, 1945, to March 28, 1946.

From the chart appearing elsewhere in this issue, which accompanies the article on the work of the National Employment Service Offices during March, 1946, it will be noted that the curve of vacancies in relation to applications took an upward course in January, a slightly lower trend in February, and an upward course during March. The curve of placements in relation to applications dropped during the first two periods, and took an upward course during the last four weeks,

the level at the close of the quarter being lower for both vacancies and placements than those shown at the end of the corresponding period last year.

During the period December 28, 1945, to March 28, 1946, there was a ratio of 73.6 vacancies and 33.4 placements for each one hundred applications for employment, as compared with 101.2 vacancies and 65.3 placements during the corresponding period a year ago.

The average number of positions offered daily during the quarter under review was 4,953, of applications registered 6,730, and of placements effected 2,246, in contrast with a daily average of 7,793 vacancies, 7,700

DECEMBER 28, 1945 TO MARCH 28, 1946

Ontario			Manitoba			Saskatchewan			Alberta			Br.-Columbia			Canada		
Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements		Vacancies	Placements	
	Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual		Regular	Casual
2,953	741	5	512	280	.....	954	296	2	1,334	748	4	464	177	6	6,788	2,426	19
8	1	3	60	28	.....	14	5	.....	21	18	.....	17	16	.....	302	92	4
14,879	4,891	1	759	340	1	585	164	.....	2,654	1,472	.....	7,252	3,686	7	54,600	14,217	17
2,815	1,723	2	448	340	.....	115	91	.....	1,477	612	9	1,985	931	.....	9,159	5,544	11
2,473	1,574	1	396	296	.....	2	2	.....	50	35	.....	1,651	762	.....	6,044	3,698	1
1	1	.....	.....	.....	.....	71	81	.....	1,307	505	6	170	50	.....	1,950	1,113	6
341	148	1	52	44	.....	42	8	.....	120	72	3	164	119	.....	1,165	733	4
65,523	30,491	225	4,264	2,069	316	924	486	70	2,764	1,653	102	10,764	5,451	400	122,500	54,137	1,174
6,981	3,117	35	721	398	51	403	235	38	1,057	651	80	1,145	679	38	13,959	6,481	263
11,701	3,849	9	1,305	615	36	35	13	.....	236	113	8	269	129	2	27,261	8,752	62
4,203	2,199	25	386	138	117	179	85	7	699	459	5	3,328	1,943	19	12,156	6,229	175
5,880	2,690	47	490	265	25	96	35	9	115	66	4	1,115	527	16	10,887	5,022	110
2,638	1,286	17	146	49	38	33	28	.....	22	11	.....	224	128	7	4,393	2,009	75
360	196	.....	51	28	.....	9	7	.....	5	4	.....	117	57	13	661	349	13
2,622	999	3	1	2	.....	.....	.....	.....	3	2	.....	111	33	1	3,701	1,474	4
2,405	881	1	134	59	9	10	8	.....	4	.....	.....	86	33	.....	4,531	1,458	10
1,738	796	11	93	45	4	51	21	11	396	236	1	233	128	3	3,146	1,516	30
8,524	4,853	25	348	236	4	16	11	.....	79	26	.....	501	250	5	11,490	6,381	38
2,535	1,260	20	83	41	15	23	16	2	30	16	.....	256	172	.....	4,347	1,834	37
8,326	4,125	14	132	50	15	46	20	2	74	45	4	334	176	2	10,822	5,128	38
4,207	2,639	12	218	65	.....	10	5	.....	25	13	.....	2,808	1,109	292	9,925	5,352	308
3,403	1,601	6	156	78	2	13	2	1	19	11	.....	237	87	2	5,221	2,152	11
12,612	7,198	36	1,251	751	36	1,269	362	32	1,629	917	59	6,083	3,719	49	31,770	17,119	232
9,942	5,039	154	1,667	882	82	737	425	55	1,329	777	65	3,429	2,116	54	24,238	12,134	623
1,002	629	4	111	47	8	25	16	.....	156	93	.....	190	118	4	1,787	1,116	17
7,468	4,005	146	1,463	793	74	645	367	53	1,103	646	63	2,940	1,854	47	19,732	10,124	595
1,472	405	4	93	42	.....	67	42	2	70	38	2	299	144	3	2,719	894	11
17,345	7,869	342	3,624	1,673	739	2,596	1,129	260	2,439	1,299	273	5,137	2,637	179	40,887	18,282	1,908
3,298	1,369	17	394	163	34	182	72	8	237	125	5	1,288	404	11	7,206	2,615	82
35,693	13,363	3,694	5,851	2,103	1,743	4,747	1,803	930	6,328	2,515	1,237	12,886	4,715	2,792	83,945	31,005	11,316
10,068	5,146	321	1,386	785	117	1,214	683	31	1,513	857	21	2,969	1,490	569	22,236	11,288	1,166
932	376	28	157	59	6	68	26	13	196	77	44	282	144	4	2,059	818	98
971	436	6	130	68	2	58	26	5	77	44	1	201	102	9	1,774	809	24
8,092	1,082	3,141	1,937	160	1,374	1,260	168	685	2,002	240	1,103	3,569	271	2,099	20,498	2,511	9,067
3,393	1,053	17	400	199	17	244	116	3	417	255	11	820	338	1	7,172	2,534	52
8,055	3,381	43	1,333	609	200	1,170	563	19	1,485	713	30	3,697	1,649	24	20,364	8,847	359
4,182	1,889	138	508	223	27	733	221	174	638	329	27	1,348	721	86	9,782	4,198	550
165,068	72,685	4,479	18,830	8,595	2,951	12,123	4,833	1,357	20,212	10,136	1,754	49,305	23,852	3,498	381,395	157,571	15,386
106,312	54,880	1,188	10,064	4,995	1,090	7,291	2,891	475	13,351	7,333	551	35,709	18,765	1,054	254,748	117,164	4,870
58,756	17,805	3,291	8,766	3,600	1,861	4,832	1,942	882	6,861	2,803	1,203	13,596	5,087	2,444	126,647	40,407	10,516

applications and 5,033 placements in regular and casual employment during the first quarter of 1945.

During the thirteen weeks December 28, 1945 to March 28, 1946, the offices reported that they had referred 268,787 persons to positions and had effected a total of 172,957 placements of which 157,571 were in regular and 15,386 in casual work. Of the placements in regular employment 117,164 were of males and 40,407 of females while casual work was found for 4,870 males and 10,516 females. A comparison with the corresponding period in

1945 showed that 387,529 placements were then effected of which 377,028 were in regular and 10,501 in casual work. Applications for employment during the period under review were received from 383,557 males and 134,619 females, a total of 518,176 in contrast with the registration of 592,887 persons during the same quarter of 1945. Employers notified the offices of 381,395 positions, of which 254,748 were for males and 126,647 for females, as compared with 600,133 opportunities for employment offered during the first quarter of 1945.

Unemployment in Trade Unions at the Close of the Quarter Ending March 31, 1946

RETURNS from 2,463 local unions in Canada with a combined membership of 414,487 indicated an unemployment percentage of 1.9 at the end of the first quarter of 1946. At the end of December, 2,460 locals, with a total of 410,089 members, reported 3.0 per cent unemployed, while in March, 1945, 2,337 locals, representing 421,779 members, registered 0.7 per cent unemployment.

In the following report unemployment refers only to involuntary idleness due to economic causes. Persons who are without work because of illness, a strike or a lockout, or who are engaged in work outside their own trades are not considered as unemployed. As

returns from unions reporting vary from quarter to quarter with consequent variations in the membership upon which the percentage of unemployment is based, it should be understood that the figures refer only to organizations reporting.

The decrease in the percentage of trade union unemployment at the end of March was due mainly to improvements in employment conditions in mining, the manufacturing industries, building and construction, and communication. A decrease in employment opportunities was indicated by trade unions in transportation and trade.

The percentages of unemployment, at certain dates, in each province are shown in

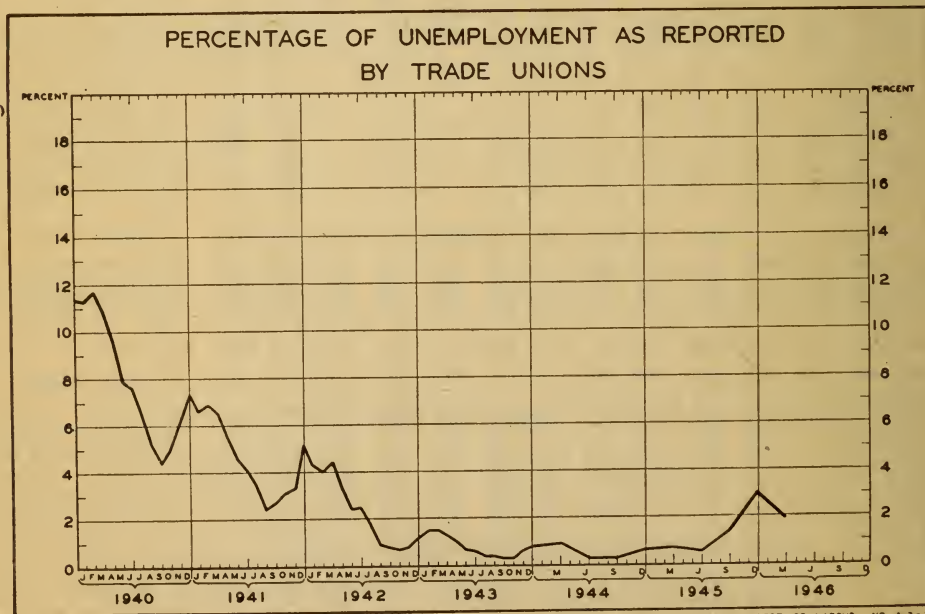


Table I. All the provinces with the exception of Manitoba, Saskatchewan, and Alberta showed an improvement at the end of March in comparison with the previous quarter. The percentage of trade union unemployment in Nova Scotia decreased from 4.6 to 4.0, in New Brunswick from 4.7 to 1.8, in Quebec from 1.8 to 1.4, in Ontario from 4.0 to 1.7, and in British Columbia from 3.5 to 3.0. The percentage increased in Manitoba from 1.2 to 1.6, in Saskatchewan from 1.3 to 2.1, and in Alberta from 0.9 to 1.0. Lower employment levels were indicated in all the provinces as compared with March, 1945, the decline being substantial in Nova Scotia, New Brunswick, Saskatchewan and British Columbia.

A separate compilation is made each quarter of unemployment among trade union members in the largest city in each province, with the exception of Prince Edward Island. For the quarter under review, as compared with the previous quarter, improvements were recorded in all but Edmonton, where the percentage of unemployment rose from 0.5 to 1.9. In this comparison, the percentage decreased in Halifax from 2.0 to 0.9, in Saint John from 16.3 to 3.1, in Montreal from 1.7 to 1.1, in Toronto from 1.0 to 0.6, in Winnipeg from 1.5 to 1.1, in Regina from 1.1 to 0.9, and in Vancouver from 3.8 to 2.9.

A comparison with March, 1945, shows lower employment levels in all these cities.

Returns were tabulated from 894 local union organizations in the manufacturing industries. These reported a combined membership of 195,351 of whom 3,597 (1.8 per cent) were recorded as unemployed. At the end of the previous quarter 7,555 (3.9 per cent) of 192,352 members reported by 912 locals were without work. In March, 1945, 0.4 per cent of 218,124 members were unemployed. In comparison with the previous quarter the employment situation was more favourable among union members engaged in the manufacture of pulp, paper, and paper products, wood products, men's and women's garments, iron and its products, non-ferrous metal products, and clay products. (See Table II.) Increases in unemployment were noted in printing and publishing, animal products, and in mineral products. A comparison with March of the previous year shows decreases in employment in the manufacture of vegetable products (other than wood and textile products), animal products, wood products, iron and its products, mineral products, and printing and publishing.

In the transportation industries returns were received from 908 local unions with a combined membership of 99,467 of whom 2,030

(2.0 per cent) were without work on the reporting date. In comparison, 1.4 per cent were unemployed at the end of the previous quarter and 0.6 at the end of March, 1945. Unemployment among union workers in shipping increased to 4.3 per cent from 2.8 in the previous quarter. In steam railway operations the unemployment percentage in the same period rose from 1.6 to 2.4. A slight improvement was noted in local transportation.

Unemployment in the mining group decreased from 4.0 per cent to 0.7. At the end of March, 1945, the percentage of unemployment registered was 0.6. For the quarter under review, 74 unions in mining reported a total of 25,085 members of whom 166 were unemployed at the reporting date. Unemployment in coal mining was recorded as 0.1 per cent in comparison with 0.2 in

TABLE I.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY PROVINCES

Month	N.S. and Prince Edward Island	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia	Canada
Average 1933.....	16.0	13.0	25.2	24.4	20.3	17.2	21.7	20.8	22.3
Average 1934.....	8.7	7.9	22.8	18.1	17.7	13.2	17.8	20.2	18.2
Average 1935.....	6.9	8.6	20.9	14.3	12.6	9.8	15.4	16.4	15.4
Average 1936.....	6.8	7.4	18.9	12.0	10.1	9.6	12.0	11.9	13.2
Average 1937.....	5.5	5.2	15.6	8.3	9.0	9.0	12.0	10.6	10.7
Average 1938.....	4.9	10.0	17.4	12.1	11.9	9.1	12.3	14.0	13.1
Average 1939.....	7.1	9.0	16.0	11.1	9.6	8.9	12.3	12.0	12.2
Average 1940.....	3.1	3.7	11.0	6.0	7.3	6.9	9.7	7.6	7.8
Average 1941.....	2.2	2.3	6.1	3.4	4.4	3.4	6.7	4.5	4.5
Average 1942.....	1.1	2.0	2.9	2.2	2.5	1.7	2.9	1.0	2.2
Average 1943.....	8.	9	1.1	6.6	9.	7.	8.	4.	8.
Average 1944.....	2.	6.	7.	4.	5.	6.	6.	5.	5.
Average 1945.....	2.0	1.2	1.4	1.5	7.	9.	6.	1.5	1.4
March 1932.....	8.0	13.3	23.5	21.6	20.7	17.6	23.2	20.5	20.4
March 1933.....	22.7	16.4	27.3	26.8	20.3	20.5	25.3	23.8	25.1
March 1934.....	9.1	10.7	22.3	19.9	21.8	18.5	20.3	19.9	19.5
March 1935.....	6.6	8.2	20.2	17.2	14.4	12.0	15.7	20.8	16.7
March 1936.....	7.7	6.6	19.3	12.7	12.5	12.0	17.5	14.9	14.5
March 1937.....	7.9	4.2	18.9	10.9	9.6	11.8	14.8	9.4	12.9
March 1938.....	4.0	6.1	16.9	11.6	11.8	10.5	13.0	14.6	12.8
March 1939.....	9.1	10.6	18.6	15.8	12.9	13.1	16.7	15.3	15.7
March 1940.....	5.6	4.2	14.7	9.7	8.4	11.4	14.7	7.3	10.8
March 1941.....	3.1	3.3	7.9	6.1	5.1	5.8	11.2	7.3	6.6
March 1942.....	2.1	2.2	4.5	5.7	4.0	3.8	7.0	2.5	4.5
March 1943.....	6.	8.	2.2	1.1	1.1	1.0	1.1	4.	1.3
March 1944.....	4.	9.	9.	9.	9.	7.	1.4	7.	0.9
March 1945.....	5.	0.	1.2	6.	9.	8.	8.	5.	0.7
March 1946.....	4.0	1.8	1.4	1.7	1.6	2.1	1.0	3.0	1.9
March 1943.....	-6	-8	2.2	1.1	1.1	1.0	1.1	4	1.3
June 1943.....	-3	1.1	1.0	4.	-6	-6	1.1	-1	-6
September 1943.....	-1	4.	-4	-3	-3	-7	-1	-2	-3
December 1943.....	2.9	-3	-7	-5	-8	-8	-9	-5	-8
March 1944.....	-4	-9	-9	-9	-9	-7	-4	-7	-9
June 1944.....	-1	6.	4.	2.	-2	-5	-2	-2	-3
September 1944.....	-2	-7	-4	-2	-1	-5	-1	-4	-3
December 1944.....	0.	-2	-9	-4	-8	-5	-7	-6	-6
March 1945.....	-5	-0	1.2	-6	-9	-8	-8	-5	-7
June 1945.....	1.2	-1	6.	7.	-2	-9	-3	-2	-5
September 1945.....	2.0	-5	2.4	-5	-4	-4	-3	2.4	1.4
December 1945.....	4.6	4.7	1.8	4.0	1.2	1.3	-9	3.5	3.0
March 1946.....	4.0	1.8	1.4	1.7	1.6	2.1	1.0	3.0	1.9

TABLE II.—PERCENTAGES OF UNEMPLOYMENT IN TRADE UNIONS BY GROUPS OF INDUSTRIES

Note.—In percentages shown below, "0" indicates no unemployment—When "0" is used, negligible unemployment (less than .05 per cent) is indicated.

Month	Fishing	Lumbering and Logging	Mining	Manufacturing Industries	Vegetable products	Pulp and paper products	Pulp and paper	Pulp and paper mill workers	Printing, publishing and lithographing	Electric current, etc.	Wood products	Fibres, textiles and textile products	Textile and carpet workers	Garment workers	Hat, cap and glove workers	Animal products	Rubber products	Iron and its products	Non-ferrous metals	Clay, glass and stone products	Mineral products	Chemical and allied products	Miscellaneous manufacturing industries	Building and construction	Transportation	Shipping	Steam railway operation	Local transportation	Communication	Telegraph operation	Telephone operation	Trade (retail and wholesale clerks)	Services	Governmental (civil)	Miscellaneous	All occupations
1932, March	0	20.5	9.9	18.4	12.4	15.3	23.8	12.1	...	55.4	15.8	17.8	16.1	6.5	21.1	...	16.4	0	30.9	0	...	63.8	62.3	12.3	43.4	14.1	1.2	10.9	11.1	0	3.4	11.6	5.5	21.5	20.4	
1933, March	6.8	35.8	17.5	28.2	15.4	16.8	19.2	15.9	0.41	6.9	8.2	7.6	5.0	20.8	26.7	...	35.3	35.3	32.6	58.8	71.0	11.4	51.5	16.3	9	14.8	15.1	0	8.8	12.2	7.4	20.9	25.1	
1934, March	1.3	9.1	11.4	16.6	6.8	11.1	9.2	12.0	0.15	9.9	7.6	6.2	1.4	6.2	8.8	...	17.5	16.7	9.4	48.0	59.2	10.4	32.0	13.3	1.8	11.8	12.1	6.1	6.8	7.6	2.7	16.9	19.5	
1935, March	64.2	5.8	13.3	13.2	14.8	9.5	8.9	10.0	0.32	4.4	10.3	4.3	1.2	19.2	14.3	15.5	10.9	42.2	34.3	9.0	41.1	10.0	0	11.7	11.9	0	7.3	6.5	2.0	15.4	16.7	
1936, March	9.4	2.7	17.0	12.2	6.4	6.3	6.8	5.7	0.10	2.0	19.8	8.3	12.4	17.8	42.2	34.3	9.0	41.1	10.0	0	11.7	11.9	0	2.6	6.6	4.0	15.4	14.5	
1937, March	16.3	4.3	8.3	11.4	7.1	6.9	7.0	6.8	...	30.6	5.3	2.8	4.4	45.0	29.9	12.1	4.5	17.8	39.2	40.8	7.5	49.0	8.4	4	7.9	8.2	0	4.4	1.7	7.7	12.9	
1938, March	26.7	31.5	12.8	13.3	8.5	7.7	8.7	6.1	0.8	11.6	12.4	11.4	12.4	25.8	...	...	6.16	2.9	52.1	...	...	34.5	49.2	13.2	63.0	10.2	1.3	7.9	8.2	0	4.7	1.3	6.3	12.9
1939, March	4.3	14.8	13.1	6.9	4.8	4.4	3.1	6.4	10.3	6.6	3.0	1.4	2.9	8.8	25.0	6.1	1.3	6.6	42.2	34.3	9.0	41.1	10.0	0	11.7	11.9	0	0.5	2.2	2.8	15.7	
1940, March	35.1	2.2	10.8	3.5	2.4	2.9	2.7	3.3	0.14	4.4	2.9	8.8	1.3	1.2	9.1	2.1	1.3	2.1	22.9	19.9	5.2	32.0	5.9	4.1	6.0	7.0	0	0.5	2.2	2.8	15.7	
1941, March	21.6	7.4	5.3	3.1	1.4	1.4	1.4	2.6	0.8	6.6	0.9	0.9	0.9	1.3	12.7	3.6	1.1	2.0	23.6	16.3	2.7	13.9	3.0	5	3.6	3.7	0	0.8	1.5	3.8	10.8	
1942, March	7.0	0	2.2	3.1	2.1	2.5	3.1	1.0	0.0	0.0	0.0	0.0	0.0	0.0	2.4	...	...	3.1	1.4	0.0	...	...	5.3	9.6	1.4	5.5	1.2	2	1.8	3.0	0	0.8	1.5	3.8
1943, March	89.2	8.7	3.3	1.1	3.3	3.3	3.2	0.0	0.8	1.1	0.0	0.0	0.0	0.0	0.0	...	...	3.1	1.4	0.0	...	...	0.5	6.5	1.4	5.5	1.2	2	1.8	3.0	0	0.8	1.5	3.8
1944, March	71.4	6.1	6.6	4.1	6.9	4.1	6.9	1.1	0.1	9.1	6.3	0.0	0.0	0.0	0.0	...	...	3.1	1.4	0.0	...	...	0.5	6.5	1.4	5.5	1.2	2	1.8	3.0	0	0.8	1.5	3.8
1945, March	50.0	4.2	7.1	1.8	5.4	4.4	4.4	0.0	0.2	3.0	2.3	0.0	0.0	0.0	1.2	3.5	2.2	0.0	0.20	4.3	2.4	4.3	2.4	1	3.3	3.3	0	0.3	0.7	1.4	1.3	
1943, March	7.0	0	2.3	2.5	3.1	3.0	3.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.4	...	...	3.1	2.4	0.0	...	...	0.5	9.0	1.1	5.5	1.2	2	1.8	1.9	0	0.9	1.6	1.3
1943, June	0	0	6.3	0.0	3.2	3.2	3.2	0.0	0.4	2.0	0.4	0.0	0.0	0.0	2.3	...	...	3.1	2.3	0.0	...	...	0.8	2.8	0.1	5.2	1.2	3	1.6	1.9	0	0.4	1.8	1.6
1943, September	0	0	1.2	0.0	2.0	2.0	2.0	0.0	0.2	0.0	0.2	0.0	0.0	0.0	2.0	...	...	3.1	2.3	0.0	...	...	0.2	7.0	0.1	5.6	1.2	3	1.6	1.9	0	0.4	1.8	1.6
1943, December	18.2	0.0	3.6	4.3	4.3	4.3	4.3	0.0	0.3	0.0	0.2	0.0	0.0	0.0	2.0	...	...	3.1	2.3	0.0	...	...	0.1	3.1	7.3	3.2	7.0	0.0	1.1	1.2	0.0	0.6	1.0	1.2
1944, March	89.2	8.7	3.3	1.1	3.3	3.3	3.2	0.0	0.8	1.1	0.0	0.0	0.0	0.0	0.0	...	...	3.1	1.4	0.0	...	...	0.5	6.5	1.4	5.5	1.2	2	1.8	3.0	0	0.8	1.5	3.8
1944, June	0	0	3.3	1.1	3.3	3.3	3.2	0.0	0.8	1.1	0.0	0.0	0.0	0.0	0.0	...	...	3.1	1.4	0.0	...	...	0.0	3.1	3.2	4.0	0.0	0.4	1.0	1.2	0.0	0.4	0.7	0.9
1944, September	11.1	0.0	5.1	4.0	4.0	4.0	4.0	0.0	0.4	2.0	0.4	0.0	0.0	0.0	0.0	...	...	3.1	2.3	0.0	...	...	0.0	3.1	3.2	4.0	0.0	0.4	1.0	1.2	0.0	0.2	0.5	0.3
1944, December	4.4	0.0	5.4	4.0	4.0	4.0	4.0	0.0	0.4	2.0	0.4	0.0	0.0	0.0	0.0	...	...	3.1	2.3	0.0	...	...	0.0	3.1	3.2	4.0	0.0	0.4	1.0	1.2	0.0	0.2	0.5	0.3
1945, March	71.4	6.1	6.6	4.1	6.9	4.1	6.9	1.1	0.1	9.1	6.3	0.0	0.0	0.0	0.0	...	...	3.1	1.4	0.0	...	...	0.0	3.9	1.9	6.8	8.7	2.1	1.1	1.1	0.0	0.2	0.3	0.5
1945, June	10.9	0.0	4.7	2.5	3.0	3.0	3.0	0.0	0.4	2.0	0.4	0.0	0.0	0.0	0.0	...	...	3.1	2.3	0.0	...	...	0.0	3.9	1.9	6.8	8.7	2.1	1.1	1.1	0.0	0.2	0.3	0.5
1945, September	56.4	0.0	4.0	3.9	5.8	1.1	2.0	1.8	0.0	3.8	1.1	0.0	0.0	0.0	0.0	...	...	3.1	2.3	0.0	...	...	0.0	3.9	1.9	6.8	8.7	2.1	1.1	1.1	0.0	0.2	0.3	0.5
1945, December	25.1	0.0	4.0	3.9	5.8	1.1	2.0	1.8	0.0	3.8	1.1	0.0	0.0	0.0	0.0	...	...	3.1	2.3	0.0	...	...	0.0	3.9	1.9	6.8	8.7	2.1	1.1	1.1	0.0	0.2	0.3	0.5
1946, March	50.0	4.2	7.1	1.8	5.4	4.4	4.4	0.0	0.2	3.0	2.3	0.0	0.0	0.0	1.2	3.5	2.2	0.0	0.20	4.3	2.4	4.3	2.4	1	3.3	3.3	0	0.3	0.7	1.4	1.9	

the previous quarter and 0.3 at the end of March, 1945. Among metallic miners, the percentage of 0.5 was a pronounced drop from the 10.0 per cent at the end of December, 1945, but was higher than the full employment recorded in March of the previous year. Unions of non-metallic miners, other than coal miners, reported 4.0 per cent of 3,485 members unemployed; for the previous quarter, this group reported an unemployment percentage of 5.0 and of 3.4 per cent for March, 1945.

The Department received reports from 211 locals in the building and construction trades. These reported a combined membership of 37,887 of whom 3.1 per cent were unemployed. In comparison 3.5 per cent were unemployed at the end of December and 1.9 at March in 1945. Improvement of employment conditions was noted among carpenters and joiners, painters, decorators and paper hangers, plumbers, and hod carriers. The unemployment percentage increased among bricklayers, masons and plasterers, from 2.7 to 3.9, and among electrical workers, from 2.5 to 8.6. Slight variations in employment were indicated for other groups in this category.

Unemployment among trade union members in public and personal services decreased slightly from 0.8 per cent to 0.7. However,

the 0.7 per cent unemployment recorded was higher than the 0.3 per cent shown at the end of March in the previous year.

The communications group with an unemployment percentage of 0.3 was lower than the 3.2 per cent at the end of December although slightly higher than the percentage recorded in March, 1945.

Unemployment in logging rose to 4.2 per cent as compared with the full employment noted in the previous quarter. This figure was, however, lower than the March, 1945, unemployment percentage of 6.1. Although 50.0 per cent were reported as unemployed by trade unions in the fishing industry, this figure cannot be considered as representative of general conditions in the industry as it is based on returns from only four unions with a total of 430 members.

The accompanying chart illustrates the trend of trade union unemployment from January, 1940, to date. Table I shows by provinces the average percentage of union members who were unemployed each year from 1933 to March, 1946, inclusive. It also indicates the percentage of those without work for March of each year since 1932 and for each quarter since 1943 to date. Table II indicates the percentage of unemployment in the various groups of industries at certain dates since 1932.

Trade Unions in Great Britain

A RECENT issue of the United Kingdom Information Office's publication *Labour and Industry in Britain*, contained an article on British Trade Unions, culled from material which had appeared in previous issues and assembled into one article. A brief summary is presented below.

Collective bargaining in Great Britain has been conducted increasingly at the national level between unions and employers' associations; when an employer is not a member of an association terms generally conform to the national agreement existing for the particular industry. During the war a Government Order laid down a ruling to assure uniformity throughout an industry by enjoining employers to observe terms and conditions not less favourable than those recognized in the industry and in the district. This has been perpetuated in the post-war period. Under the terms of the Wages Councils Act (L.G., 1945, pp. 129, 874).

"Throughout the great part of British industry, therefore, it is by collective bargaining that standards of wages and working conditions are set for each industry".

Registration

British trade unions are prohibited from incorporating; but they may, if they wish, register with the Registrar of Friendly Societies. By registering, a union becomes a statutory association with the right to sue and be sued, and hold property subject to special provisions pertaining to such organizations.

"A non-registered union can hold property and has access to the courts with respect to its rights and property; but it is merely a voluntary association of individuals and can bring suit only with some difficulty". By the Trade Disputes Act of 1927* non-registered unions like those registered were required to submit an annual report on their political funds.

The latest published report covered the year 1936 and showed the registered labour unions to comprise about 80 per cent of the total labour unions.

Political Activity

The privilege of subscribing funds for political purposes was firmly established by the

* See elsewhere in this issue, page 584.

Trade Union Act of 1913. The Trades Disputes and Trade Labour Act of 1927 which required union members to "contract in" has been removed by the present government and now members are required to "contract out" if they desire to escape political contributions, that is, they must indicate their unwillingness or be deemed to be in favour of contributing to the political fund of the union.

Under the "contract in" system only a portion of the union members paid the political levy. By 1942 it was down to 36 per cent of the members.

In the 1918 Parliamentary election 49 of the 57 successful Labour Party candidates were trade unionists; and in 1925 it was 80 out of 152. The election in 1945 resulted in a further proportionate recession, 119 (or about 30 per cent) of the 393 Labour seats going to trade unionists. From 1918 to 1943 union membership in the Labour Party varied between 80 and 90 per cent of the party's membership.

Organization

The trend in recent years has been for "labour unions to amalgamate or federate into fewer and larger organizations". In 1900 there were 1,323 registered labour unions. By 1942 the number had decreased to 976, though total membership had increased by 285 per cent. Of these, 16 accounted for 60 per cent of the total union membership in the country.

Unions are centralized at two levels through Federations (in 1942 there were 57 containing 38 per cent of total union membership) and through the Trades Union Congress. Individual labour unions, or federations may affiliate to the Trades Union Congress. It encompasses at present over 80 per cent of union membership in the country. (Unions not affiliated to the Congress are mainly those of government employees and teachers.)

In negotiation, the affiliated unions (or federations) retain their complete independence, but when deadlock or dispute threatens, the General Council of the T.U.C. may be asked to intervene.

The counterpart of the Trades Union Congress is the British Employers' Confederation which exists to secure co-operation of the employers' federations on industrial policy.

Prevention of Disputes

Efforts to settle disputes are made, first, at the local level. Failing this, provision is usually included in agreements for reference of the dispute to a joint body composed of representatives of a district employers' association and of district union representatives. It is then referred to the national bodies, if no agreement is reached, on the principle

that no negotiation ensues while a strike or lockout maintains. Voluntary arbitration is usually provided for in agreements as a last stage in the process. "Inevitably, unauthorized strikes take place, but on the whole the system works well".

State machinery for assistance in conciliation and arbitration has been provided, but long before this various industries had set up their own conciliation and arbitration boards. "The history of these boards shows an almost unbroken record of acceptance and loyal observance, by both sides, of the decisions of the arbitrators."

In 1940 a Government Order made strikes or lockouts virtually illegal. Disputes were referred by the Minister of Labour to a "National Arbitration Tribunal" consisting of three public members and two panel members chosen from the British Employers' Confederation and the Trades Union Congress. Decisions of the Tribunal are binding on the parties and became part of their existing contract. So far this order has not been rescinded.

Labour-Management Co-operation

The principle of labour-management co-operation in securing effective production first received recognition in Britain during the First World War. Systematic two party consultation operated during the inter-war period, although on a greatly reduced scale. The Second World War gave work shop collaboration a new stimulus and its application, during the past five years, was extended over a much wider field.

Joint (labour-management) Production Committees in private firms in the engineering or allied industries numbered 4,432, by December, 1943, covering 2,271,000 employees.

"By far the greatest number of Joint Production Committees were established by individual employers in direct agreement with the Trade Unions.

The main function of the Joint Production Committee was to increase output by better use of manpower and material within the factory, by better planning of work and use of factory space and by the better co-ordination of the work of the individual factory to the total war effort." They were, in some cases, made responsible for investigating and controlling absenteeism and persistent lateness.

"Spokesmen for both management and labour have urged, since the end of the war, that the best features of the Joint Production Committees be maintained and developed as a permanent aid to efficient production."

An article relevant to a section on Trade Union Statistics may be found in the April, 1944, issue of the LABOUR GAZETTE, page 500.

Labour Law

Labour Legislation in Saskatchewan and Quebec in 1946

Saskatchewan

THE Saskatchewan Legislature, in session from February 14 to April 4, amended laws relating to collective bargaining, workmen's compensation, child welfare, factories and steam boilers. Statutory provision was made for new health and hospital services.

Collective Bargaining

Amendments in the Trade Union Act, 1944, include a revision of the sections dealing with votes to determine representation, the period for which collective bargaining agreements are to remain in force, and union security.

Another change provides that if a union member is discharged by an employer and the union alleges that he was dismissed for union activity, the employer will be presumed to have discriminated against him with a view to discouraging his membership or activity in a labour organization, unless the contrary is proved. Previously, the burden of proof rested on the worker.

In determining what trade union, if any, represents a majority of employees in an appropriate unit of employees, the Labour Relations Board may direct a vote to be taken by secret ballot of all employees eligible to vote, and must do so on application of any trade union which 25 per cent or more of the employees in any appropriate unit have, either by membership in such union or by written authority, within six months before the application, indicated as their choice as bargaining representative. The Board may refuse to order such a vote if it is satisfied that another union represents a clear majority of the employees, or if, within six months before the application, it has, on the same union's application, ordered a vote by employees in the same unit.

Every collective agreement must remain in force for one year from its effective date and thereafter from year to year. Not less than 30 days nor more than 60 days before the expiry date, either party may give written notice to the other to terminate or revise the agreement. Previously, one month's notice was required. Any trade union claiming

to represent a majority of the workers in an appropriate unit may, not less than 30 nor more than 60 days before the expiry date of the agreement, apply to the Board for an order determining it to be the trade union representing a majority of employees in the unit to which the agreement applies. If the Board makes such an order, the employer must bargain with the union and the former agreement is to be of no effect in so far as it applied to the unit of employees concerned.

A "maintenance of membership" provision must be included in any collective agreement, if requested by a union representing a majority of employees in any appropriate unit, and is to be effective whether or not any agreement is for the time being in force. Thus every person employed in a job to which a collective agreement applies who is or becomes a member of a union must maintain his membership in the union as a condition of employment, and every new employee must within 30 days after starting employment apply for and maintain membership in the union.

The City and Town Acts were amended in the light of a judgment of the Saskatchewan Court of Appeal on May 15, 1945. The Court held that the Regina Chief of Police was not an employer's agent and the Labour Relations Act did not apply to him (L.G. 1945, p. 1011). The amendment to the City Act provides that, for the purposes of the Trade Union Act, 1944, in cities of 15,000 people and over, the Board of Police Commissioners, which is to consist of the mayor, an alderman and the police magistrate, must be deemed to be the employer of policemen, and the chief of police, the employer's agent. Members of the police force are to be deemed to be employees. Similarly, the municipal council in a city of less than 15,000 and by an amendment to the Town Act, the Town Council, must, for the purposes of the Trade Union Act, be deemed to be the employer of members of the police force, the chief of police, an agent of the employer, and constables, officials and assistants, employees.

Workmen's Compensation

Amendments in the Workmen's Compensation (Accident Fund) Act bring telephone operators within the Act, raise, from January 1, 1946, the maximum wages or salary of a workman on which a levy will be made, or of an employer who wishes to be insured as a workman under the Act, from \$2,000 to \$2,500 and add to the list of diseases for which compensation may be paid.

The following occupational diseases are now compensable: dermatitis; bursitis arising from any process involving continuous rubbing, pressure or vibration of the parts affected; vascular disturbances in the upper extremities due to continuous vibration from pneumatic or power drills, riveting machines or hammers; respiratory, gastro-intestinal or physiological nerve and eye disorders due to contact with petroleum products and their fumes; poisoning by ammonia, chlorine, cyanide, formaldehyde and its preparations, sulphuric, hydrochloric or hydrofluoric acid, wood alcohol, and any volatile solvent used in the assembling or repairing of motor vehicles, the making of paints, paint removers or waterproof fabrics, printing, dry cleaning, welding or gasoline blending; glanders arising from the care or handling of any equine animal suffering from glanders or of the carcass of any such animal.

No compensation is payable for hernia unless the workman reported his condition to his employer within such time after the strain or accident occurred as the Board considers reasonable. Previously, the time was expressly stated as "within seven calendar days". The period of disability following an operation for hernia has been extended from 42 to 56 days.

Two classes of disease formerly described as "cancer arising from the manufacture of pitch and tar" and "infection or inflammation of the skin due to oils, cutting compounds, or lubricants, flour, liquids, fumes, gases or vapours" have been replaced by "epitheliomatous cancer or ulceration of the skin or of the corneal surface of the eye due to tar, pitch, bitumen, mineral oil or paraffin or any compound, product or residue of any of these substances." "Inflammation, ulceration or malignant disease of the skin or other tissues due to exposure to X-rays, radium or other radio-active substances" has been broadened to include any disease or disability due to exposure to X-rays, radium or other radio-active substances.

Amendments in the Workmen's Compensation Act, 1911, under which the employer is individually liable to pay compensation and which applies to certain classes of railway workers not covered by the Workmen's

Compensation (Accident Fund) Act, provide that a workman's injury or death must be presumed to have arisen out of and in the course of his employment whether or not he assumed any risk or, acted contrary to the rules or instructions of his employer, and the fact that he did so must not be a defence under the Act. A new subsection stipulates that if a workman accepts money as an advance on account of compensation, he is not thereby debarred from proceeding independently of the Act against the employer.

Employment of Children

The minimum age for employment in factories has been raised to 16 by an amendment to the Factories Act. Previously, the minimum age was 14 for boys and 15 for girls.

The Child Welfare Act makes it an offence to cause or procure a child to be employed between 10 p.m. and 6 a.m., "child" under the Act being a person under 16. The Act as revised lowers from 16 to 13 the age under which employment of a child between 10 p.m. and 6 a.m. is prohibited. The provisions governing employment in street trades, public places of amusement, etc., are unchanged.

In the revision of the Village Act a clause was added enabling a village council to pass by-laws, subject to the Child Welfare Act, 1946, fixing the age and the conditions under which a minor may enter, play games, be employed or loiter in or about any place of public entertainment in which billiard or pool-tables, bowling-alleys, etc., are kept for hire, and prohibiting minors under the age specified from entering such place.

Attachment of Wages

The Attachment of Debts Act was amended to provide that the provision for exemption from attachment of wages or salary to the extent of \$60 no longer applies where the garnishee summons is issued under a judgment or order for alimony or a judgment founded upon a separation agreement.

Steam Boilers

Part I of the Steam Boilers Act which deals with registration and licence fees has been repealed. Other amendments relate mainly to certificates.

With respect to qualifications for the office of chief inspector or other inspector, the Act adds as an alternative to four years' experience as a practical machinist or boilermaker that a candidate must be a graduate in engineering from a recognized university. To the

qualification for a fourth-class certificate requiring a candidate to have had two years workshop experience in the manufacture or repair of engines or boilers and to have for six months fired a stationary high pressure boiler of not less than 25 horse-power, the Act now provides as an alternative that he must have acted as assistant for three months to a certificate-holder in the operation of a stationary high-pressure steam plant of not less than 100 horse-power.

A new section stipulates that every engineer and fireman holding a final or permanent certificate must apply annually on a prescribed form, having paid the prescribed fee, for re-registration of his certificate. If he fails for three consecutive years after May 1, 1946, to apply for re-registration, the Minister may cancel his certificate and in such case a new certificate may not be issued unless such person again passes the required examination for an engineer's or fireman's certificate. Upon receipt of application and prescribed fee, the Department must issue a new certificate of re-registration to replace one lost. A certificate of re-registration is not transferable, and the Minister may, upon due cause being shown, refuse to issue such a certificate or cancel one already issued. A subsisting certificate of re-registration together with any certificate held under the Act must be posted in a conspicuous place and produced when required.

The section dealing with provisional certificates now stipulates that an applicant for a provisional certificate must be 18 years of age. He must satisfy the Minister that he:

- (1) has operated or fired a high pressure boiler for at least one year; or
- (2) has served at least three years apprenticeship in an establishment for the manufacture or repair of steam engines or boilers; or
- (3) has held at least two fireman's certificates and fired a high pressure boiler not less than six months; or
- (4) holds a diploma from an approved engineering school and has had not less than six months experience in firing a high pressure boiler.

Upon the inspector's recommendation, a provisional certificate, valid for 12 months from its date, may be issued to every candidate who passes the oral examination, and also to any candidate who, upon examination, has failed to receive a recommendation for a fourth-class certificate. Such certificate during its currency entitles the holder to operate high-pressure boilers not exceeding 50 horse-power or low-pressure boilers of any capacity.

The Act now requires every boiler carrying a steam pressure of not more than 225 pounds per square inch to be provided with a fusible plug approved by the chief inspector. Previously, this was left to the inspector's discretion.

Public Health

Three measures were enacted providing for an extension of health services. The Health Services Act repeals and consolidates, with some revision, the Health Services Act, 1944, and the Municipal Medical and Hospital Services Act. The new Act empowers the Minister of Public Health to divide the Province into regions, in each of which a health board may, subject to the Minister's approval, establish and maintain hospitals and clinics and generally arrange for and administer health services. The Minister may provide for the appointment of a medical and sanitary staff for each region. He must determine what portion of the costs of health services is to be paid by the region, but the Local Government Board is to apportion the costs to be paid by each local authority. The Health Services Planning Commission will continue to function.

Under the Saskatchewan Hospitalization Act, to come into force by Proclamation, hospital services are to be provided for every person who has lived in the Province for six months. An annual tax not exceeding \$5 is to be paid by or on behalf of each person entitled to receive hospital services, but the levy for a family must not exceed \$30. Every Saskatchewan resident who is 21 or over, or, if under 21, is living apart from his parents and supporting himself is to be personally liable for the tax. Parents will be liable for payment on behalf of their dependents. The Health Services Planning Commission is to administer the hospitalization fund and provide for payment of hospital services.

The employer must deduct the tax due under the Act from the salary or wages of any employee whether due on his own account or his dependents', and pay it to the collector as soon as the amount of the tax is earned by the employee. In default, the employer may, on summary conviction, be ordered to pay the unpaid taxes with costs or be imprisoned for not more than 30 days. Fifty cents is to be added to the basic tax for every three months of delinquency.

Amendments to the Mutual Medical and Hospital Benefit Associations Act give medical co-operatives wider powers to provide medical services in the transition period while the Government's health plan is being put into effect. The procedure is set out for the winding up of an association.

Miscellaneous

Under amendments to the Fire Prevention Act the Lieutenant-Governor in Council may make regulations governing the establishment and operation of plant and equipment used in dry cleaning, dyeing, pressing and similar businesses in which gasoline, naphtha, benzine, benzol or other volatile or inflammable liquids are used.

The Housing Act, which enables municipalities to take advantage of the National Housing Act was amended to authorize the Lieutenant-Governor in Council to incorporate housing companies eligible for loans or guarantees or any other grant under Part II of the National Housing Act, 1944, (Canada) or any other Dominion Act in aid of low-rental or other housing projects, and to exempt such companies from any provisions of the Companies Act.

The City, Town, Village and Rural Municipality Acts were revised. Changes in the first two Acts enable municipal councils, by by-law, to prescribe conditions under which gasoline and oil may be sold or services, materials or parts supplied during the time when a by-law requires filling or service stations, machine or implement-shops to be closed.

Under amendments to the Power Commission Superannuation Act, 1944, one of the three members of the Board which administers the Act must be an employee and representative of the employees of the Commission. Where a Power Commission employee has received compensation under the Workmen's Compensation (Accident Fund) Act and has paid to the Power Commission Superannuation Fund four per cent of the salary he would have received had he not been absent, the amount he would have received as salary must be reckoned for the purposes of the Superannuation Act.

No contribution to the Fund may be required from an employee with respect to his absence on active service or subsequent hospitalization or while taking a vocational or educational course under any Government rehabilitation plan.

Deductions of any unpaid balance of contribution and interest must not be made so as to reduce a superannuation or yearly allowance below \$360, the minimum allowance under the Act.

The Board may discontinue the allowance of an employee superannuated because of ill health, who, on recovery, refuses to accept re-employment at a salary not less than two-thirds of the salary received before superannuation.

Employees of any electrical plant or system which has been since November 1, 1945, or will

be, taken over by the Saskatchewan Power Commission may be included in the superannuation plan, provided that service recognized does not exceed 10 years and that an employee's average salary in the service of the former owner be deemed to be \$2,400 for the purposes of the Act.

Amendments to the Co-operative Associations Act enlarge the purposes for which associations may be incorporated, extend the application of by-laws, decrease from six to five per cent the rate of interest paid, and change to some extent the amount of the surplus set aside as an educational or community fund. "Patron" is defined as a non-member who as customer of the association purchases goods or receives or contributes services of the value of \$50 yearly or of such lesser value as may be set forth in the by-laws.

Changes in the Credit Union Act revise the section dealing with loans to member corporations to provide that no director or officer of a member association or credit union who is a member of both the credit committee and the board of directors may vote respecting a loan to his own association. Any decision to make a loan must be unanimously agreed to and subject to the consent of the registrar. Conditions are laid down for the apportionment of the surplus and the investment and use of the reserve fund.

Bills Not Passed

A Government Hours of Work Bill applying to all workers except those in agriculture, domestic service or in a supervisory capacity, was introduced but withdrawn after first reading. It would have limited working hours to eight in a day and 44 in a week except in emergencies or with permission. Overtime at the rate of time and a half would be payable after eight or 44 hours. No reduction in wages was to be made on account of the shorter hours.

The Bill was withdrawn by the Minister of Labour with the explanation that it would be postponed until the next legislative session because it conflicted with the Wages Control Order.

Resolutions

On March 27 a Resolution was adopted requesting the Dominion Government to undertake a nation-wide reconstruction program for the purposes of raising Canadian standards of living, re-establishing discharged service personnel and industrial workers, providing for development of public works projects and assisting in the re-building of war-devastated

countries. The Dominion Government was urged to make available to each Provincial Government a per capita sum of not less than \$20 per year for five years to enable the Provinces to participate effectively in such a program.

Another Resolution carried unanimously on April 2 urged the Dominion Government to

make loans available to provincial, municipal and co-operative corporations for low-rental houses under not less favourable terms than are available to lending institutions under the National Housing Act, 1944. It further recommended that the Dominion Government subsidize the building of low-rental houses for tenants in the low income brackets.

Quebec

The Quebec Legislature, which met on February 13 and was prorogued on April 17, passed an Act to set up a new Department of Social Welfare and Youth and amended legislation respecting labour relations, collective agreements, minimum wages, workmen's compensation and pipe-mechanics.

Collective Bargaining

An amendment in the Labour Relations Act increases the membership of the Labour Relations Board from three to five. A majority of the members will constitute a quorum and decisions will be by majority vote with a casting vote by the chairman. The Board is now authorized to determine, by by-law, the conditions under which a person may be recognized as a member of an association, in order to assure itself that the association is representative of a group of employees or of employers.

No collective agreement may take effect until the association which has entered into it has transmitted two certified copies to the Board. Previously, one copy was required from every association and every employer. A collective agreement entered into under the Professional Syndicates Act takes effect only after a copy has been deposited with the Minister of Labour as required by that Act. In such case, the Minister must send two copies to the Labour Relations Board.

Changes in the Collective Agreement Act add to the provisions in collective agreements which may be made binding under the Act those concerning holidays with pay. Previously, only provisions covering wages, hours, apprenticeship and family allowances were capable of being legalized. Another amendment authorizes any joint committee, by resolution, to grant subsidies to any apprenticeship commission incorporated under the Apprenticeship Assistance Act.

Minimum Wages

The Minimum Wage Act, as amended, gives the Minimum Wage Commission authority to determine overtime rates of pay for hourly paid employees who are not covered by col-

lective agreements, and also the holidays with pay to be granted by employers to employees.

Workpeople subject to a collective agreement under the Professional Syndicates Act are no longer excepted from the application of the Minimum Wage Act and ordinances under it. Thus, farm workers, domestic servants, and employees governed by an agreement under the Collective Agreement Act are the only employees not within the scope of the Minimum Wage Act.

The Commission may, on the recommendation of the Minister, approved by the Lieutenant-Governor in Council, use its funds to acquire lands and erect buildings for its administrative services.

To the clause stipulating that an action for wages under the Act or under an ordinance is prescribed by six months from the due date is added the proviso that, in the case of workers in forest operations, the prescription runs from May 1 following the date of the work done. The mailing of a registered letter from the Commission to an employer claiming wages will suspend the prescription of an action, in which case the action will be prescribed for another six months as from the mailing of the letter.

Professional Syndicates

The Professional Syndicates Act, as amended, provides that an association or syndicate becomes incorporated upon publication of a notice in the *Quebec Official Gazette*. The deposit of the notice of authorization in the office of the Superior Court is no longer required. This provision is retrospective.

Another amendment reduces from one year to three months the maximum period during which a syndicate may claim an assessment from a member ceasing to belong to the union.

A revised section permits municipal corporations to exempt from taxes an immovable used as a hall for syndicate meetings by any syndicate formed under the Act.

Plumbers

Amendments in the Pipe-Mechanics Act add to the powers of the Lieutenant-Governor in Council to make regulations, power to

prescribe the rules to be followed by contractors, journeymen and apprentices in carrying out plumbing work in municipalities of over 5,000 people. Any municipality may be exempted which, by by-law, affords sanitary protection at least equivalent to that provided by the regulations. Penalties are provided for contravention of regulations made under the Act.

Workmen's Compensation

The Lieutenant-Governor in Council is empowered to grant a pension not exceeding \$450 per month to the widow of any person who has acted as president of the Quebec Workmen's Compensation Commission at least seven years and who held that office at the time of his death. The pension, to begin the first day of the third month following such decease, is to be borne by the accident fund.

Teachers

In a section of the Act to ensure the progress of Education which was proclaimed in effect May 18, 1946, it is stipulated that teachers in all rural municipalities must receive a minimum annual salary of \$600, and the Government may contribute up to 75 per cent of such salaries. It is also provided that no dispute between teachers and school boards in rural municipalities as to remuneration or working conditions may be submitted to arbitration or conciliation committees. The Public Services Employees Disputes Act, 1944, provided for conciliation and arbitration in disputes involving public services including school corporations.

Department of Social Welfare and Youth

An Act to constitute a Department of Social Welfare and of Youth, to come into

force on Proclamation, repeals the Department of Social Welfare Act, 1944, which administered laws providing for old age pensions and needy mothers' assistance. These will now be entrusted to the Minister of Social Welfare and of Youth who will administer a series of social laws which were distributed among various departments, and who will generally promote the welfare of youth. Among measures which will come under the Minister's direction when the Department is established are the Trade-Schools Act, the Youth Aid Act, and a 1945 Act to facilitate the Establishing of Youth. The latter enables agreements to be made with the Dominion Government under the Dominion Vocational Training Act, 1942. The Government is authorized to spend \$150,000 out of the consolidated revenue fund to set up the Department and any part of the sums voted for the year 1946-47 for the carrying out of the Acts now transferred to the new Department may be placed at its disposal.

An amendment to the 1945 Act to facilitate the Establishing of Youth authorizes the Provincial Treasurer to pay, out of the consolidated revenue fund, the provincial Government's share in the expenses resulting from the carrying out of the agreements entered into under that Act.

Resolution

A Resolution adopted on March 5 recommended that the provincial Government institute intensive research with respect to materials, architecture, town-planning, building methods and social organizations, to ensure self-contained and cheap dwellings to large urban families, and that the Government establish an urban credit system to facilitate building.

Recent Regulations under Dominion and Provincial Legislation

THE wartime Order in Council limiting statutory holidays observed by banks and the Dominion Public Service to six, and suggesting that other employers and employees observe only those holidays, has been revoked. The application of the Reinstatement in Civil Employment Regulations to members of the Interim Forces was extended to April 30, 1946. The wartime Orders which brought employees of certain corporations working at the synthetic rubber plant at Sarnia, Ontario, under the Dominion Government Employees' Compensation Act have been revoked.

In Alberta, an Order under the Labour Welfare Act providing two weeks' holidays with pay for coal miners has been replaced

by a more detailed Order. Airplane pilots are now covered by the Workmen's Compensation Act. In Manitoba, new regulations deal with examinations for electricians' certificates and the inspection of steam boilers. In Ontario, the Dominion Order in Council which authorizes the appointment of Industrial Disputes Inquiry Commissions to investigate situations likely to interfere with the transition to a peacetime economy has been made applicable to industries ordinarily within provincial jurisdiction. In Saskatchewan, the minimum wage orders which have related to towns of over 1,000 people now apply to workers in towns with a population between 500 and 1,000.

Dominion

Reinstatement of Members of Interim Forces

The Order in Council (P.C. 6769) of November 6, 1945, which amended the Reinstatement Regulations made under the Reinstatement in Civil Employment Act, 1942, to apply the provisions of the Act to members of the Interim Forces until March 31, 1946, provided they had been on active service immediately before volunteering and continued to perform full-time duties until March 31, 1946, or the actual date of their discharge (L.G. 1945, p. 1843), was amended by an Order in Council (P.C. 1298) of April 9, gazetted April 15, to extend the date in both cases to April 30, 1946.

Observance of Statutory Holidays

The Order in Council (P.C. 4671) of June 7, 1943, (L.G. 1943, p. 745) which advised private employers, and made it mandatory for banks and the Dominion Public Service, to observe only six statutory holidays annually for the duration of the war was revoked by an Order in Council (P.C. 1452) of April 12, which was gazetted on April 22, 1946. The six holidays to be observed were New Year's Day, Good Friday, Dominion Day, Labour Day, Thanksgiving Day and Christmas Day. Normally, banks, under the Bills of Exchange Act, observe, in addition to the six holidays named, Easter Monday, Victoria Day, Remembrance Day, and any day proclaimed as the King's Birthday. Holidays for persons employed by other private employers are determined by

provincial law, collective agreements or custom.

Workers at Synthetic Rubber Plant Transferred from Dominion to Ontario Workmen's Compensation Act

Two Orders in Council (P.C. 9525 and P.C. 5573) of October 20, 1942, and July 14, 1943, which extended the provisions of the Government Employees' Compensation Act to the employees of certain corporations engaged in construction in connection with, or engaged in the operation of, the synthetic rubber plant at Sarnia, Ontario, have been revoked as of January 1, 1946, by Order in Council (P.C. 1385) of April 11, 1946, gazetted April 22. The construction work has been completed and the workers employed by other companies were brought under the Ontario Workmen's Compensation Act as of January 1, 1946.

The Government Employees' Compensation Act provides that a person employed by the Dominion Government who suffers injury by accident or disease in the course of his employment is to be compensated according to the Workmen's Compensation Act of the province where the accident occurred.

Other Orders

Orders in Council P.C. 1271, establishing an Administration Board, Department of Labour, and P.C. 1768, amending the National Selective Service Civilian Regulations, are summarized elsewhere in this issue.

Provincial

Alberta Labour Welfare Act

Order 1 under this Act, gazetted on April 30, 1945 (L.G., 1945, p. 915), which provided two weeks' holidays with pay for manual workers in the coal mining industry, has been replaced by Order 2 of March 25, gazetted March 30.

The new Order, retrospective to April 30, 1945, makes more detailed provision for the calculation of holidays in order to ensure uniformity throughout the coal fields. The Order stipulates that a mine employee must be given holidays, with pay at the basic daily rate, of one day for 23 days worked in any calendar month (22 in February), the period for calculation being the 12 months ending March 31. A worker is entitled to no more than two weeks for any 12 months, and the holidays must be taken during the 12 months following the year in which they were earned.

A work-day is an eight-hour shift; additional credit will be given for overtime worked. Time lost because of illness up to three days in a calendar month, or up to six days because of disability covered by the Workmen's Compensation Act and all time lost because of mine disability or lack of orders, will be counted as time worked. Other provisions require a discharged employee to be paid in lieu of his holiday an amount calculated to the date of his discharge if he was not dismissed for cause. Other employees who leave their employment are to be paid only the amount due as calculated to the end of their last completed twelve months' employment.

A Royal Commission, appointed by the Dominion Government to investigate demands of coal miners in District 18, United Mine Workers of America (Alberta and British

Columbia) and given the powers of a Regional War Labour Board under the Wartime Wages Control Order, directed in November, 1943, that two weeks' holidays with pay at basic daily rates be granted to all manual workers about mines who, between April 1 and September 30 in any year, had been employed by any one employer for at least 12 consecutive months and who had not been absent from work for more than 90 days (including Sundays, holidays and vacations), during that time except through causes beyond their control (L.G., 1943, p. 1495). Order 1 under the Alberta Labour Welfare Act, 1943, made the same provision with respect to holidays as the Commission had directed but applied it to all employees in the Alberta coal mining industry.

Alberta Coal Mines Regulation Act

The wartime regulations permitting emergency miners' certificates to be granted (L.G., 1943, p. 1032), have been revoked, effective March 15, 1946, by an Order in Council issued on March 18 and gazetted March 30.

Authority for emergency certificates during the war was first granted in 1942 (L.G., 1942, p. 1439), but the regulations applied only to coal mines in certain districts and the certificates were to expire on March 15, 1943. Regulations, now revoked, were again issued in 1943 in response to the Dominion Government's request for provincial co-operation in meeting the national emergency in coal production. They applied to all mines in Alberta, permitted District Inspectors to authorize applicants for certificates to work pending the issue of the certificates and placed no time-limit on such certificates.

Alberta Workmen's Compensation Act

Airplane pilots were brought under this Act by an Order of the Workmen's Compensation Board made on December 18, 1945, gazetted on December 31. A regulation of November 9, 1943, had excluded airplane pilots even when they were employed in an industry which was under the Act.

British Columbia Shops Regulation and Weekly Half-Holiday Act

Motor-vehicle repair shops in the City of Duncan have been exempted, as have such places in other cities, from certain weekly half-holiday provisions of this Act by an Order of March 22, gazetted March 28. Henceforth, these shops will not have to observe the half-holiday fixed by municipal by-law if they are closed from 1 p.m. on

Saturday until Monday morning, and if no employee works after 1.30 p.m. on Saturday except in case of emergency.

Another Order of the same date makes it clear that service stations in Duncan are not exempt from the Weekly Half-Holiday Act.

Manitoba Electricians' Licence Act and Steam Boiler and Pressure Plant Act

Regulations under these Acts governing examinations for certificates and prescribing the fees to be paid were issued recently. Both Orders exempt a returned soldier from paying a fee for his first examination and certificate after discharge from the Armed Forces.

The Regulations for electricians, gazetted on March 30, are in addition to those applying the standards laid down by the Canadian Standards Association to electrical installations and repairs (L.G., 1942, p. 1439). A licence granted to a contractor or a journeyman by the Board of Examiners, after an examination, expires on December 31 of each year but may be renewed without further examination for five years. A contractor may have his licence cancelled if he is found to be employing unlicensed persons as journeymen, and inspectors employed by the Canadian Association of Fire Underwriters or a municipality and holding licences under the Electricians' Licence Act are deemed inspectors for the purposes of the Act.

The Regulations dealing with steam boilers, gazetted on March 23, fix the same fees for inspection of boilers and pressure vessels as were set by an Order of July 30, gazetted August 2, 1941, but in addition, fix fees for engineers' certificates.

Ontario Labour Relations Board Act

The Dominion Order in Council (P.C. 6482) which authorizes the appointment of Industrial Disputes Inquiry Commissions to investigate situations likely to interfere with the orderly transition to a peacetime economy (L.G., 1945, p. 1603), was made applicable to employees ordinarily within the jurisdiction of the Ontario Legislature by regulations under the above Act which were approved on January 23, and gazetted February 9.

The Labour Relations Board Act applies the Dominion Wartime Labour Relations Regulations (P.C. 1003) to industries in Ontario ordinarily within provincial jurisdiction.

Quebec Apprenticeship Assistance Act

A Joint Apprenticeship Commission for ladies' hairdressers and for barbers of Mont-

real was incorporated under the above Act (L.G., 1946, p. 212) by an Order in Council of April 18, which was gazetted on April 27, 1946.

Saskatchewan Minimum Wage Act

New Orders, from 4 to 6 inclusive, gazetted February 28, have been issued by the Minimum Wage Board under this Act to cover all towns of 500 or more population.

They replace Orders 4 to 6 of 1944 which governed employment in towns of 1,000 or more population (L.G., 1944, pp. 1556-58), and come into effect on March 4, 1946. An Order in Council of September 14, 1945, extended the Act to towns of from 500 to 1,000 population (L.G., 1945, p. 1699). As the provisions of the new Orders are the same as those contained in the 1944 Orders they are not repeated here.

Protecting Workers from Coal Dust or Pitch in British Briquette Plants

THE Minister of Labour and National Service in Great Britain, under the authority given by the Factories Act, 1937, for special regulations for the safety and health of workers, has made the Patent Fuel Manufacture (Health and Welfare) Special Regulations, 1946, relating to the manufacture of briquettes or other fuel blocks consisting of coal, coal dust, coke or slurry with pitch as a binding substance. These Regulations replace a substantially similar Order of 1944. They require measures to be taken to prevent or remove dust as far as possible and to remedy its effect on the workers.

Mechanical tipping or unloading of coal or coal dust is prohibited, except where it is so damp that dust is not emitted, unless it is done in an enclosure provided with exhaust ventilation or vents discharging into the open air.

Driers, disintegrators and heaters must be constructed so as to prevent dust escaping into the work-place. Elevators and chutes for conveying dusty material, and any spaces through which such material falls, must be encased throughout their length. At the ends of the enclosure there must be mechanical exhaust ventilation or adequate vents to the open air. Band conveyors must be enclosed at points where dust is likely to be given off. Casings and enclosures must be kept dust-tight and in good condition. Adequate mechanical exhaust ventilation must be provided for pitch-cracking machines and where pitch is broken up on the floor of a workroom. Where this is done in the open air, screens must protect workers from wind and bright sunlight. Dust from mechanical exhaust apparatus must not be permitted to escape into the air of any workroom and excess steam from heaters, coolers and pug-mills must be discharged into the open air.

Accumulations of coal or pitch dust must be removed daily, floors cleaned once weekly

by sweeping or other suitable method, and the employer must appoint a competent person to see that these requirements and those of the Factories Act relating to cleanliness are carried out.

The employer must maintain proper facilities for baths, and for keeping separately, under lock and key, clothing not worn during working hours and work-clothing, and suitable means of drying clothing. In a factory employing less than 20 persons, which has made fuel blocks for five years, if the Chief Inspector is satisfied, having regard to the amount of pitch dust, that provisions for baths are not necessary, he may exempt the factory from these requirements.

The employer must provide for medical supervision of his workpeople. He must arrange for a medical examination of each worker within six months after the latter begins work, or within six months after his last examination under the 1944 Order, and for a re-examination at six-month intervals as long as he is employed, except in the case of a worker who has not been exposed to tar, pitch dust or mineral oil in his previous employment. Workers of the latter class must be examined within 12 months after they begin work in the factory. The employer must provide suitable facilities for such examinations, properly lighted and heated and under conditions of privacy, and employees must submit themselves for examination at the appointed times. A health register of all employees must be kept.

Barrier cream or similar protective substance for the skin and goggles for eye protection must be provided. Adequate accommodation for meals, means of warming food and facilities for buying tea and light refreshments must be maintained.

Strikes and Lockouts

Strikes and Lockouts in Canada During April, 1946

STRIKE activity in Canada during April, 1946, continued at about the same level as in March, but was much greater than in April, 1945. Preliminary figures show 24 strikes in existence during April, 1946, involving 6,907 workers, with a time loss of 47,116 man days, as compared with 23 strikes in March, 1946, with 5,976 workers involved and a time loss of 46,068 days. In April, 1945, there were 15 strikes, involving 4,622 workers, with a time loss of 23,533 days.

Preliminary figures for the first four months of this year show 64 strikes, involving 15,225 workers, with a time loss of 126,183 days. For the same period last year there were 70 strikes, with 19,856 workers involved and a time loss of 70,835 days.

Of the 24 strikes recorded for April, four were settled in favour of the workers, three in favour of the employers, three were com-

promise settlements, and seven were indefinite in result, work being resumed pending final settlement. At the end of the month seven strikes were recorded as unterminated, namely: bakery workers at Halifax, N.S., brewery workers at Montreal, P.Q., compositors at Winnipeg, Man., metal factory workers at Niagara Falls, Ont., woollen factory workers at Carleton Place, Ont., carpet factory workers at Brantford, Guelph and Toronto, Ont., and foundry workers at Guelph, Ont.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes as to which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated.

STRIKES AND LOCKOUTS IN CANADA, JANUARY-APRIL, 1945-1946†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per 1,000 Available Work Days
1946*						
January.....	12‡	12	2,935‡	2,935	20,593	0.28
February.....	16	18	3,377	3,532	12,406	0.17
March.....	19	28	4,137	5,976	46,068	0.63
April.....	17	24	4,776	6,907	47,116	0.65
Cumulative totals.....	64		15,225		126,183	0.43
1945						
January.....	17‡	17	5,452‡	5,452	31,937	0.44
February.....	16	17	5,012	5,023	6,656	0.09
March.....	22	23	4,770	4,800	8,709	0.12
April.....	15	15	4,622	4,622	23,533	0.32
Cumulative totals.....	70		19,856		70,835	0.24

* Preliminary figures.

‡ Strikes unterminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused, but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

STRIKES AND LOCKOUTS IN CANADA DURING APRIL, 1946⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man- working Days	Particulars(?)
	Establish- ments	Workers		

Strikes and Lockouts in Progress Prior to April, 1946.

FISHING AND TRAPPING— Fish net makers, Vancouver and district, B.C.	13	240	4,000	Commenced March 15; for a signed union agreement; terminated April 20; negotiations; in favour of workers.
MANUFACTURING— <i>Vegetable Foods, etc.—</i> Bakery workers, Halifax, N.S.	1	30	700	Commenced February 11; for a union agreement; untermiated.
<i>Tobacco and Liquors,—</i> Brewery workers, Montreal, P.Q.	4	700	8,000	Commenced March 28; against Finding and Direction of RWLB ⁽²⁾ cancelling wage increase previously approved; untermiated.
<i>Printing and Publishing—</i> Compositors, etc., Winnipeg, Man.	2	108	2,700	Commenced November 8, 1945; for a new agreement providing for increased wages and other conditions; untermiated.
<i>Metal Products—</i> Electrical apparatus factory workers, Brockville, Ont., and Montreal, P.Q.	2	900	10,500	Commenced February 26; for a new agreement providing for union shop, increased wages, reduced hours, etc.; terminated April 13; conciliation, provincial; compromise (certain issues still in dispute to be referred to arbitration.)
Metal factory workers, Niagara Falls, Ont.	1	33	850	Commenced February 25; for a union agreement providing for union shop, check-off, etc.; untermiated.
CONSTRUCTION— <i>Buildings and Structures—</i> Electricians, Windsor, Ont.	9	120	600	Commenced March 22; against inclusion of clause in agreement that wage increases would be subject to approval of RWLB; terminated April 5; conciliation, provincial, and return of workers pending reference to RWLB; indefinite.

Strikes and Lockouts Commencing During April, 1946

MINING— Coal miners, Florence, N.S.	1	600	2,400	Commenced April 2; protest by shooters and loaders against increased lengths of sections on new longwall when using mechanical loaders; terminated April 5; return of workers pending reference to Adjustment Board; indefinite.
Coal miners, Canmore, Alta.	1	234	2,340	Commenced April 9; refusal of a miner to alternate between job of fireboss and rock miner; terminated April 20; return of workers pending negotiations; indefinite.
Coal miners, Sydney, N.S.	1	300	300	Commenced April 12; <i>re</i> method of conveying timber to wall face following mishap; terminated April 13; return of workers; in favour of workers.
Coal miners, Lethbridge, Alta.	1	245	490	Commenced April 15; for payment for full shift of 8 hours when work completed in less time due to failure of other crews to report for work; terminated April 16; return of workers; in favour of employer.
Coal miners, Stellarton, N.S.	3	1,120	5,800	Commenced April 15; protest against use of blasting powder alleged to be defective; terminated April 22; investigation by Inspector of Mines; in favour of workers.

STRIKES AND LOCKOUTS IN CANADA DURING APRIL, 1946⁽¹⁾—*Concluded*

Industry, Occupation and Locality	Number Involved		Time Loss in Man-working Days	Particulars ⁽²⁾
	Establishments	Workers		
Strikes and Lockouts Commencing During April, 1946—Concluded				
MINING—Con.				
Coal miners, Glace Bay, N.S.	1	1,300	1,300	Commenced April 16; refusal of a surface worker to report for work on the screens; terminated April 16; return of workers; in favour of employer.
Coal miners, Sydney Mines, N.S.	1	39	78	Commenced April 18; protest against new method of payment for tonnage; terminated April 20; return of workers pending settlement; indefinite.
MANUFACTURING—				
<i>Vegetable Foods, etc.—</i>				
Bakery workers, Sydney, N.S.	1	56	300	Commenced April 15; protest against lay-off of workers due to reduced production; terminated April 27; return of workers pending reference to arbitration; compromise.
<i>Textiles, Clothing, etc.—</i>				
Woollen factory workers, Carleton Place, Ont.	1	160	3,800	Commenced April 2; for increased wages, union shop, check-off, two weeks' vacation with pay, etc.; unterminated.
Carpet factory workers, weavers, Brantford, Guelph and Toronto, Ont.	3	111	145	Commenced April 29; for reduced hours, increased wages and two weeks' vacation with pay; unterminated.
<i>Miscellaneous Wood Products—</i>				
Sawmill workers, Nanaimo, B.C.	1	69	78	Commenced April 15; protesting dismissal of mill superintendent; terminated April 16; negotiations; in favour of employer.
<i>Metal Products—</i>				
Automotive parts factory workers, Oshawa, Ont.	1	(⁴)100	200	Commenced April 25; for increased wages, piece rates; terminated April 26; return of workers pending further negotiations; indefinite.
Foundry workers, Guelph, Ont.	1	250	125	Commenced April 30; against dismissal of two workers for infraction of company rules; unterminated.
CONSTRUCTION—				
<i>Buildings and Structures—</i>				
Marble, tile and terrazzo workers, Montreal, P.Q.	17	125	1,800	Commenced April 8; for increased wages; terminated April 25; return of workers pending decision of RWLB; indefinite.
Bricklayers and masons, Windsor, Ont.	12	53	580	Commenced April 16; for increased wages; terminated April 30; return of workers pending decision of RWLB; indefinite.
TRANSPORTATION AND PUBLIC UTILITIES—				
<i>Telegraph and Telephone—</i>				
Telephone operators, Teesswater, Ont.	1	4	10	Commenced April 22; for increased wages; terminated April 24; negotiations; in favour of workers.
SERVICE—				
<i>Business and Personal—</i>				
Cemetery workers, Kingston, Ont.	1	10	20	Commenced April 1; for increased wages; terminated April 2; negotiations; compromise.

¹ Preliminary data based where possible on direct reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

² In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

³ RWLB—Regional War Labour Board.

⁴ 39 indirectly affected.

Strikes and Lockouts in Great Britain and Other Countries

THE latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month, bringing up to date that given in the March, 1946, issue in the review "Strikes and Lockouts in Canada and Other Countries". The latter includes a table summarizing the principal statistics as to strikes and lockouts since 1919 in the various countries for which such figures are available but many countries are no longer reporting due to unsettled conditions following the war. Statistics given in the annual review and in this article are taken as far as possible from the government publications of the various countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in February, 1946, was 175, and 22 were still in progress from the previous month, making a total of 197 during the month. There were 50,500 workers involved and a time loss of 184,000 working days was caused.

Of the 175 stoppages which began during February, 21 arose out of demands for advances in wages; 57 over other wage questions; six on questions as to working hours; 18 on questions respecting the employment of particular

classes or persons; 66 on other questions respecting working arrangements; and seven were on questions of trade union principle.

British India

Preliminary figures for December, 1945, show 92 work stoppages, involving 120,872 workers, with a time loss of 685,952 man-days. For January, 1946, the figures are 87 work stoppages, involving 135,457 workers, with a time loss of 882,877 man-days.

Eire

Figures for industrial disputes are now available for the year 1945. They show 87 work stoppages beginning in the year with two carried over from 1944, making a total of 89, involving 8,785 workers and causing a time loss of 243,932 man-days. In 1944 there were 84 work stoppages, involving 4,387 workers, and causing a time loss of 38,308 man-days.

United States

Preliminary figures for March, 1946, show 385 strikes and lockouts beginning in the month, in which 130,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 14,000,000 man-days. Corresponding figures for February, 1946, are 260 strikes and lockouts, involving 130,000 workers, with a time loss of 21,500,000 man-days.

Compensation for Pneumoconiosis among Coal Trimmers in Great Britain

Under powers conferred by the Workmen's Compensation Act, 1943 which amends earlier legislation, the British Minister of National Insurance has introduced a scheme, in force from March 1, 1946, for compensation for coal trimmers suffering from pneumoconiosis. "Coal trimming" is defined as "the handling, moving, stowing or packing of coal for transportation in the hold of any ship, barge or lighter, in any dock or harbour, or at any wharf or quay."

Compensation is payable on the production of a certificate that a workman's death, total disablement or suspension from employment is the result of pneumoconiosis, with or without tuberculosis, arising out of his employment if he has been employed by one or

more employers in the industry for not less than five years. If a workman has worked in the industry for at least five years, the onus of proving the disease did not arise from the employment is on the employer.

Certificates are given by the Medical Board constituted under the Medical Arrangements Scheme established in 1931 in connection with compensation for silicosis and asbestosis. The Board carries out medical examinations of all workers exposed in certain specified processes to dust which may cause these diseases. The Board acts through panels of not less than two of its members which are set up at different centres and have charge of the work in particular areas.

Prices

Prices, Retail and Wholesale, in Canada, April 1946

Cost of Living, Prices of Staple Articles, and Index Numbers, as Reported by the Dominion Bureau of Statistics

THE cost-of-living index rose 0.7 points to 120.8 between March 1 and April 1, 1946, due mainly to higher prices in the food group. Foods advanced 2.0 points to 135.1 supported by higher quotations for butter, pork products and vegetables. Three other groups were fractionally higher, home furnishings and services advanced 0.3 to 120.7; clothing 0.1 to 122.2 and miscellaneous items 0.1 to 111.0. Fuel and light at 107.2 and rentals at 112.3 remained unchanged. The April level of 120.8 in the general cost-of-living index was 0.3 above the August, 1945 wartime high.

Cost-of-living indexes for eight regional cities increased materially between February and April, 1946. Higher food costs lent principal support to these increases though homefurnishings and services, clothing, fuel and light and miscellaneous items were stronger at a number of centres. Toronto at an index level of 119.3 and Winnipeg at 118.4 were each up 1.3 points for the two-month period while Edmonton at 118.3 rose 1.2. Gains of 1.1 each were registered for Saskatoon at 121.7 and Vancouver at 119.3. Halifax moved 1.0 point to 120.3 followed by Saint John and Montreal, each up 0.9 at 120.6 and 123.1 respectively.

Retail Prices

The accompanying table on retail prices of staple foods, coal and rentals (Table IV) is prepared each month by the Dominion Bureau of Statistics. It shows the prices of these commodities in 64 cities across Canada at the date under review.

The prices of the staple food items included in the table are all used in the calculation of the index of the food group in the official cost-of-living index, and give a reasonably complete picture of prices throughout Canada as used in the calculation of the index of this particular group. They are the averages of prices of goods reported to the Bureau by independent stores. They do not include prices from chain stores. As the movement of chain store prices agrees closely with the

movement of independent store prices it was considered that the extra work and cost involved in compiling and printing a separate table for chain store prices were not warranted although chain store prices are used in the calculation of the index.

The coal and rental figures given are also used in the official cost-of-living index. Quotations are shown for anthracite coal in the provinces of Ontario and Quebec, and for bituminous coal in the rest of Canada, where this type of coal is more generally used.

Rental figures given in the table are typical of rents being paid by tenant households in each city. In some cities, flats and apartments are more numerous than single houses; in such cases rents for flats and apartments are shown while figures for other cities represent single-house rentals. In all cases figures represent rents being paid, not the rent asked for vacant dwellings. The basis of these figures is the record of rents for every tenth tenant-occupied dwelling collected in the 1941 census of housing. The movement of rents since that time has been determined from reports submitted by real estate agents. The 1941 census averages have been adjusted in accordance with the change indicated by these reports, and the printed figures show a \$4 spread centred around each city average.

Table III is designed to show the variation in the retail prices of commodities since the beginning of the war. Taking the Dominion average retail price of each of the commodities at August, 1939, as 100, the table shows the percentage changes in prices since that date; also the actual price on the first of the current month.

The Dominion Bureau of Statistics issues an index number of retail prices of commodities included in the cost-of-living index excluding rents and services. This index is now being included in Table I.

The accompanying chart shows the trend of the cost of living and wholesale prices since the beginning of the present war compared with the trend in the period of 1914-1922.

Explanatory Note as to Cost-of-living Index

The index number of the cost of living was constructed on the basis of a survey of expenditure by 1,439 families of wage-earners and salaried workers with earnings between \$600 and \$2,800 in 1938. The average expenditure was \$1,413.90, divided as follows: food (31.3 per cent), \$443; shelter (19.1 per cent), \$269.50; fuel and light (6.4 per cent), \$90.50; clothing (11.7 per cent), \$165.80; home-furnishings (8.9 per cent), \$125.70; miscellaneous (22.6 per cent), \$319.40.

The last-named group includes health (4.3 per cent), \$60.80; personal care (1.7 per cent), \$23.90; transportation (5.6 per cent), \$79.30; recreation (5.8 per cent), \$82.10; life insurance (5.2 per cent), \$73.30. Other expenditure not directly represented in the index brought the total family living expenditure to \$1,453.80.

A description of the cost-of-living index, how it is calculated, and the complete list of items included in each of the principal groups, food, fuel, rent, clothing, homefurnishings, etc., with their weight, was published in the *LABOUR GAZETTE* for July, 1943, page 1057.

The control of prices under an Order in Council of November 1, 1941, P.C. 8527, became effective on December 1, 1941 (L.G., 1941, page 1371). The order provided that no person should sell any goods or supply

services at prices higher than during the period September 15 to October 11, 1941, except under the regulations of the Wartime Prices and Trade Board. The activities of the Board in the operation of the price control policy are summarized from time to time in the *LABOUR GAZETTE* under the title *Price Control in Canada*.

Wholesale Prices, March, 1946

The general wholesale commodity price index rose three-tenths of a point to 104.9 between February and March, 1946. Appreciable increases in the textile group followed upward adjustments in a considerable number of ceiling prices. A gain of 3.3 points to 95.5 for this group was due to higher quotations for cotton yarns, cotton fabrics, worsted cloth yarns and sash cord. Vegetable products moved up 0.2 points to 97.4, reflecting strength in potatoes, oranges, onions, strawberry jam and unmanufactured tobacco which outweighed weakness in rye and hay. Another increase of 0.2 points to 116.2 was registered for iron and steel products supported by an advance in hammers and imported steel sheets and plates. Two groups were lower; chemicals and allied products dropped 2.7 points to 95.4 due to lower prices for tartaric acid and ether, while animal

COST OF LIVING AND WHOLESALE PRICES IN CANADA 1914-1922 AND 1939-1946

BASE: PRICES IN JULY, 1914 AND IN AUGUST, 1939=100

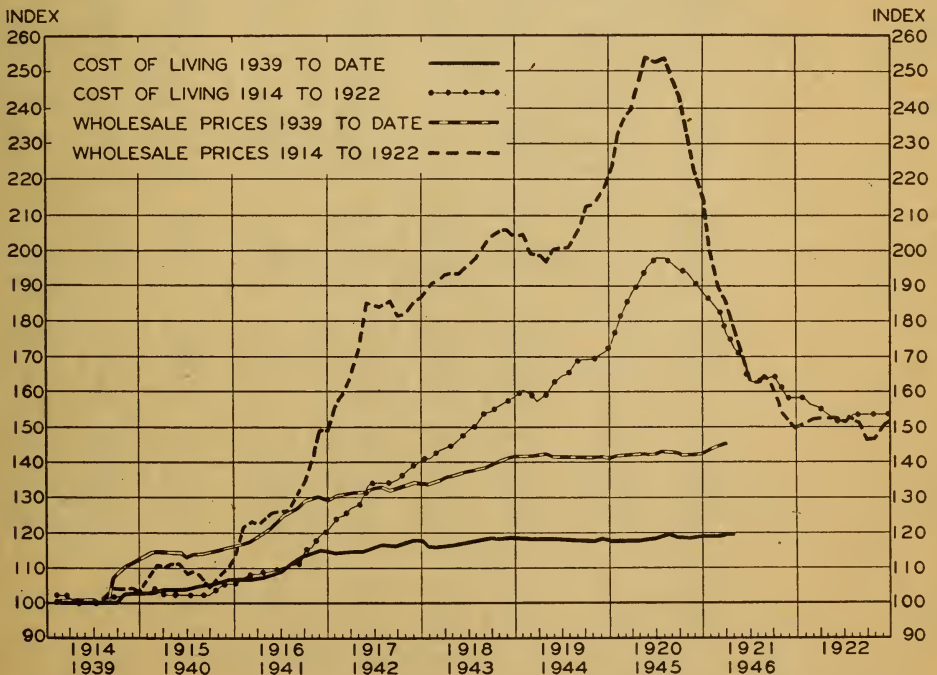


TABLE I—
DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING IN CANADA
Prices as at the Beginning of each Month

	Adjusted to base 100-0 for August 1939	On base of average prices in 1935-39 as 100*							
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	Retail Prices Index (Commodities only)†
1913		79.1	89.1	74.3	77.1	87.4		69.6	
1914		79.7	92.2	72.1	75.1	88.3		69.6	
1915		80.7	93.7	69.8	73.8	96.4		70.0	
1916		87.0	103.9	70.6	75.4	109.8		74.1	
1917		102.4	134.3	75.8	83.8	129.1		80.7	
1918		115.6	154.2	80.0	92.6	151.0		90.3	
1919		126.5	164.8	87.3	100.7	173.6		100.0	
1920		145.4	189.5	100.1	120.2	211.9		109.3	
1921		129.9	145.6	109.4	128.0	172.0		111.4	
1922		120.4	123.3	114.0	122.7	145.7		111.4	
1926		121.8	133.3	115.9	116.8	139.1		106.1	
1927		119.9	130.8	114.5	114.4	135.6		105.1	
1928		120.5	131.5	117.3	113.2	135.5		104.8	
1929		121.7	134.7	119.7	112.6	134.8		105.0	
1934		95.6	92.7	93.1	102.1	97.1		97.8	
1935		96.2	94.6	94.0	100.9	97.6	95.4	98.7	95.9
1936		98.1	97.8	96.1	101.5	99.3	97.2	99.1	98.1
1937		101.2	103.2	99.7	98.9	101.4	101.5	100.1	102.0
1938		102.2	103.8	103.1	97.7	100.9	102.4	101.2	102.8
1939									
August 1	100.0	100.8	99.3	103.8	99.0	100.1	100.9	101.3	100.0
September 1	100.0	100.8	99.4	103.8	98.9	99.6	100.8	101.3	100.0
October 2	102.7	103.5	106.3	104.4	104.4	99.6	101.0	101.7	103.8
December 1	103.0	103.8	104.7	104.4	105.4	103.3	104.1	102.0	104.3
Year	100.7	101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1940									
January 2	103.0	103.8	104.5	104.4	105.5	103.3	104.3	101.8	104.2
April 1	103.8	104.6	104.8	104.4	105.9	107.8	106.1	101.8	105.5
July 2	104.8	105.6	105.3	106.9	107.9	109.1	106.9	102.2	106.4
October 1	106.2	107.0	106.1	107.7	108.0	113.5	109.7	102.8	108.4
Year	104.8	105.6	105.6	106.3	107.1	109.2	107.2	102.3	106.6
1941									
January 2	107.4	108.3	109.7	107.7	108.6	113.7	110.8	103.1	110.4
April 1	107.7	108.6	110.1	107.7	108.9	114.3	111.7	102.9	110.7
July 2	111.0	111.9	116.6	109.7	110.5	115.1	113.0	105.6	114.9
October 1	114.6	115.5	123.2	111.2	112.1	119.6	117.3	106.5	120.1
December 1	114.9	115.8	123.8	111.2	112.7	119.9	117.9	106.7	120.6
Year	110.8	111.7	116.1	109.4	110.3	116.1	113.8	105.1	114.9
1942									
January 2	114.5	115.4	122.3	111.2	112.9	119.9	118.0	106.8	119.9
April 1	115.0	115.9	123.7	111.2	112.9	119.8	118.1	107.1	120.6
July 2	117.0	117.9	130.3	111.3	112.5	120.0	117.9	107.1	123.9
October 1	116.9	117.8	129.8	111.3	112.8	120.1	117.8	107.1	123.7
Year	116.1	117.0	127.2	111.3	112.8	120.0	117.9	107.1	122.4
1943									
January 2	116.2	117.1	127.3	111.3	112.8	120.2	117.8	107.5	122.5
April 1	116.7	117.6	128.7	111.3	112.7	120.2	117.8	107.7	123.2
July 2	117.9	118.8	131.8	111.5	113.4	120.5	117.8	108.2	125.1
October 1	118.4	119.3	132.9	111.9	113.3	121.1	118.2	108.3	125.8
Year	117.5	118.4	130.7	111.5	112.9	120.5	118.0	108.0	124.5
1944									
January 3	118.1	119.0	131.5	111.9	112.7	121.1	118.4	108.9	125.3
April 1	118.2	119.1	131.5	111.9	113.0	121.4	118.4	109.0	125.4
July 3	118.1	119.0	132.0	111.9	108.9	121.5	118.3	109.0	125.6
October 2	117.7	118.6	130.8	112.0	108.7	121.6	118.4	108.9	124.9
Year	118.0	118.9	131.3	111.9	110.6	121.5	118.4	108.9	125.2
1945									
January 2	117.7	118.6	130.2	112.0	109.1	121.8	118.3	109.2	124.6
April 2	117.8	118.7	131.0	112.0	106.7	121.8	118.5	109.2	125.1
July 3	119.3	120.3	135.6	112.1	106.5	122.2	119.2	109.4	127.6
October 1	118.8	119.7	133.3	112.3	106.7	122.4	119.4	109.6	126.5
November 1	118.9	119.9	134.0	112.3	106.6	122.5	119.4	109.6	126.8
December 1	119.1	120.1	134.3	112.3	107.1	122.5	119.5	109.6	127.0
Year	118.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946									
January 2	118.9	119.9	132.8	112.3	107.1	122.6	119.5	110.9	126.3
February 1	118.9	119.9	132.5	112.3	107.1	122.7	120.1	110.9	126.2
March 1	119.1	120.1	133.1	112.3	107.2	123.1	120.4	110.9	126.7
April 1	119.8	120.8	135.1	112.3	107.2	123.2	120.7	110.0	127.8

* Indexes prior to 1926 have been recalculated, resulting in revisions from figures previously published. Typographical errors in 1945 averages and in rent indexes for 1941 and 1944 have also been corrected.

† Commodities in the cost-of-living excluding rents and services.

products were 0.1 lower at 108.9 following declines in codfish, whitefish, raw furs and live stock. Eggs and men's shoes were higher in this group.

Canadian farm product prices at an index level of 106.9 in March were 0.1 below the February figure. Lower animal product

prices were responsible for the decline, a drop of 0.2 to 125.4 in this index reflecting weakness in live-stock quotations which outweighed strength in eggs. Field products were unchanged at 95.9, increases in potatoes, onions and unmanufactured tobacco balancing lower prices for rye and hay.

TABLE II—DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF APRIL, 1946

(Base:—August, 1939=100)

	Total	Food	Rent	Fuel	Clothing	Home Furnishings and Services	Miscellaneous
Halifax.....	120.3	142.5	105.7	107.9	120.5	116.3	111.3
Saint John.....	120.6	135.4	107.8	114.2	123.2	118.0	111.5
Montreal.....	123.1	142.3	108.8	109.7	124.9	120.4	109.2
Toronto.....	119.3	132.7	111.1	116.3	121.5	117.0	110.9
Winnipeg.....	118.4	135.3	104.7	109.0	119.7	118.6	110.1
Saskatoon.....	121.7	139.3	113.2	110.4	120.9	120.9	109.9
Edmonton.....	118.3	137.3	100.0	103.6	124.4	118.9	110.8
Vancouver.....	119.3	137.6	100.2	114.5	126.5	117.4	109.6

TABLE III—DOMINION AVERAGE RETAIL PRICE RELATIVES FOR STAPLE FOODS AUGUST, 1939—APRIL, 1946, WITH DOMINION AVERAGES OF ACTUAL RETAIL PRICES FOR APRIL, 1946

Commodities*	Per	Aug. 1939	Dec. 1941	Sept. 1944	Dec. 1944	Mar. 1945	June 1945	Sept. 1945	Dec. 1945	Feb. 1946	Mar. 1946	April 1946	Price April 1946
Beef, sirloin steak.....	lb.	100.0	120.7	154.1	153.8	153.8	154.5	154.8	154.8	154.8	155.2	155.2	43.3
Beef, round steak.....	lb.	100.0	125.7	167.1	166.7	167.1	167.9	167.9	167.9	167.9	168.4	168.4	39.9
Beef, rib roast.....	lb.	100.0	125.5	172.6	172.2	173.5	173.5	174.8	174.3	175.2	175.2	175.2	40.3
Beef, shoulder.....	lb.	100.0	132.7	161.6	161.0	161.0	161.6	161.6	162.3	162.3	162.3	162.3	25.8
Beef, stewing.....	lb.	100.0	136.7	169.0	168.3	168.3	168.3	168.3	168.3	168.3	169.0	169.0	21.3
Veal, forequarter.....	lb.	100.0	139.3	173.4	174.0	174.0	173.4	174.6	174.0	174.6	173.4	174.6	29.5
Lamb, leg roast.....	lb.	100.0	109.9	152.5	147.2	148.6	153.5	159.2	152.8	152.8	152.8	152.8	43.4
Pork, fresh loins.....	lb.	100.0	125.3	138.8	141.2	141.9	142.7	143.1	143.8	144.2	144.6	148.5	38.6
Pork, fresh shoulder.....	lb.	100.0	127.0	146.4	142.9	142.3	142.9	142.9	143.4	143.9	144.4	149.0	29.2
Bacon, side, med., sliced.....	lb.	100.0	132.3	140.0	140.9	140.9	141.2	141.8	142.5	142.5	142.5	146.5	47.6
Lard, pure.....	lb.	100.0	151.3	150.9	154.4	156.1	157.0	158.8	159.6	160.5	160.5	164.0	18.7
Shortening, Vegetable.....	lb.	100.0	134.7	137.5	136.8	136.8	137.5	137.5	137.5	137.5	137.5	138.2	19.9
Eggs, grade "A" fresh.....	doz.	100.0	156.4	152.3	158.6	140.1	137.8	171.4	181.3	144.1	144.1	143.4	43.6
Milk.....	qt.	100.0	111.0	95.4	95.4	95.4	95.4	95.4	95.4	95.4	96.3	96.3	10.5
Butter, creamery, prints.....	lb.	100.0	140.5	144.3	145.8	146.2	144.0	144.3	148.0	148.7	149.1	158.2	43.2
Cheese, Canadian, mild.....	lb.	100.0	174.6	163.5	164.4	164.9	164.4	164.9	165.4	166.3	166.3	166.3	34.6
Bread, white.....	lb.	100.0	106.5	106.3	106.3	106.3	106.3	106.3	106.3	106.3	106.3	106.3	6.7
Flour, first grade.....	lb.	100.0	127.3	127.3	127.3	124.2	124.2	124.2	124.2	124.2	124.2	124.2	4.1
Rolled oats, bulk.....	lb.	100.0	112.0	114.0	114.0	114.0	114.0	114.0	114.0	114.0	114.0	114.0	5.7
Corn flakes, 8 oz.....	pkg.	100.0	101.1	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	9.2
Tomatoes, canned, 2½'s.....	tin	100.0	129.9	138.7	137.7	137.7	138.8	137.7	137.7	137.7	137.7	137.7	14.6
Peas, canned, 2's.....	tin	100.0	117.5	123.3	122.5	122.5	121.7	121.7	121.7	121.7	121.7	121.7	14.6
Corn, canned, 2's.....	tin	100.0	128.3	134.5	133.6	132.7	132.7	132.7	132.7	132.7	132.7	132.7	15.0
Beans, dry.....	lb.	100.0	129.4	133.3	133.3	133.3	133.3	133.3	133.3	135.3	135.3	135.3	6.9
Onions.....	lb.	100.0	108.2	134.7	112.2	110.2	130.6	134.7	126.5	134.7	138.8	144.9	7.1
Potatoes.....	15 lbs.	100.0	89.9	137.5	121.6	140.5	171.6	169.2	149.4	154.0	155.5	158.2	51.9
Prunes, medium.....	lb.	100.0	115.8	123.7	122.8	121.9	120.2	120.2	120.2	130.7	134.2	136.0	15.5
Raisins, seedless, bulk.....	lb.	100.0	104.0	115.9	104.0	102.6	109.9	107.9	108.6	117.2	121.2	123.8	18.7
Oranges, medium size.....	doz.	100.0	132.5	141.6	140.3	146.8	157.7	155.6	154.3	147.8	147.1	146.4	42.9
Lemons, medium size.....	doz.	110.0	111.3	144.6	145.5	142.5	143.1	147.7	148.6	150.5	147.7	146.2	47.5
Jam, strawberry, 16 oz.....	jar	100.0	111.3	114.5	114.5	115.1	115.1	114.5	115.1	115.7	116.3	118.7	19.5
Peaches, 20 oz.....	tin	100.0	101.5	108.1	105.1	103.6	105.1	105.6	106.1	105.1	105.1	105.6	20.8
Marmalade, orange, 16 oz.....	jar	100.0	118.3	130.3	129.6	129.6	128.9	128.9	128.9	128.9	129.6	130.3	17.7
Corn syrup, 2 lb.....	tin	100.0	138.0	155.7	155.3	155.3	158.2	158.2	157.7	157.7	158.2	157.7	27.0
Sugar, granulated.....	lb.	100.0	132.3	132.3	132.3	132.3	132.3	132.3	132.3	132.3	132.3	132.3	8.6
Sugar, yellow.....	lb.	100.0	131.3	134.9	134.9	134.9	134.9	134.9	134.9	134.9	134.9	134.9	8.5
Coffee.....	lb.	100.0	141.6	131.1	131.1	131.1	131.4	131.7	131.7	131.7	131.7	131.7	44.5
Tea, black, ½ lb.....	pkg.	100.0	145.2	131.6	131.6	131.6	131.6	131.6	131.6	131.6	131.6	131.6	38.7

* Descriptions and units of sale apply to April 1946 prices.

† Nominal price.

TABLE IV.—RETAIL PRICES OF STAPLE FOODS

	Beef					Veal, boneless fronts, per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, rnd., sliced, per lb.	Lard, pure, per lb. package	Shortening, vegetable, per lb package	Eggs, grade "A," medium or large, per dozen	Milk, per quart	Butter, creamery, printa, per lb.	Cheese, Canadian, mild, per lb.	Bread, plain, white, per lb.	Flour, first grade per lb.	Rolled oats, bulk, per lb.	Corn flakes, 8 oz. package
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.			Fresh loins, per lb.	Fresh shoulder, per lb.											
P.E.I.																				
1—Charlottetown.....	44-0	40-7	38-3	28-0	22-0	...	43-0	38-3	32-4	46-3	19-7	20-0	42-6	9-0	46-2	34-9	7-3	4-6	6-0	10-0
Nova Scotia—																				
2—Halifax.....	44-5	41-2	38-8	26-7	23-9	23-8	45-9	42-5	28-2	48-9	20-3	20-1	48-2	11-0	45-1	35-9	8-0	4-5	6-2	9-9
3—New Glasgow.....	45-7	43-1	42-3	26-8	23-4	...	46-7	41-0	30-4	47-1	19-5	20-1	45-9	10-0	44-9	37-0	7-3	4-8	6-2	10-0
4—Sydney.....	48-3	42-6	36-4	29-7	24-3	...	46-4	40-8	31-0	46-8	19-7	20-0	48-7	12-0	44-4	36-3	7-3	4-5	5-7	9-9
5—Truro.....	45-8	41-0	36-5	27-8	18-3	...	46-3	39-4	29-4	45-6	19-8	20-3	48-0	10-0	45-3	36-7	6-7	4-9	6-0	9-9
New Brunswick—																				
6—Fredericton.....	45-0	42-4	46-4	27-0	20-3	29-7	...	39-4	...	48-5	19-9	19-9	45-7	10-0	45-3	34-5	7-3	4-8	6-3	9-4
7—Moncton.....	45-3	41-4	40-9	27-1	21-0	...	47-0	39-0	30-5	48-3	18-8	19-8	46-4	10-0	45-0	34-9	8-0	4-5	5-9	10-0
8—Saint John.....	45-6	43-3	38-6	26-8	22-9	30-0	46-6	43-1	32-1	48-2	19-4	19-9	47-0	11-0	45-5	34-7	7-3	4-2	6-0	9-7
Quebec—																				
9—Chicoutimi.....	42-0	38-4	38-3	27-6	22-0	...	...	29-1	29-5	50-5	20-0	21-0	52-8	10-0	40-8	33-0	6-7	4-3	...	9-9
10—Hull.....	41-6	39-7	37-7	25-6	19-5	29-7	43-7	32-8	29-1	47-2	18-1	19-4	44-8	10-0	40-6	30-6	5-3	3-8	5-5	9-4
11—Montreal.....	42-8	40-1	43-4	24-5	20-4	27-0	44-1	34-9	28-0	47-8	19-0	19-3	45-9	10-5	42-8	34-5	6-0	3-7	5-7	9-2
12—Quebec.....	42-1	38-5	41-6	24-2	18-9	29-7	42-7	35-1	27-9	45-9	19-4	19-6	45-4	10-0	44-8	35-0	5-5	3-6	5-9	9-6
13—St. Hyacinthe.....	37-4	35-4	36-0	24-1	18-9	31-5	38-3	30-2	27-0	46-0	18-4	19-4	41-7	9-0	41-8	32-9	5-3	4-0	6-0	9-8
14—St. Johns.....	45-0	41-3	43-7	27-7	18-0	35-0	...	...	30-7	48-4	19-0	19-8	44-1	9-0	43-1	33-0	5-3	4-1	5-7	9-7
15—Sherbrooke.....	43-6	40-3	40-6	26-5	18-6	33-6	44-6	34-9	27-0	42-1	19-3	19-7	45-5	10-0	43-0	34-6	5-3	4-2	6-0	9-8
16—Sorel.....	40-6	36-9	40-9	25-2	19-7	...	37-7	33-2	26-6	47-5	19-1	20-1	44-1	9-0	41-9	32-9	5-3	4-1	5-3	10-0
17—Thetford Mines.....	35-5	36-0	...	25-6	18-5	...	...	26-0	25-9	39-2	18-4	19-6	43-9	9-0	42-3	32-3	5-3	4-0	5-3	9-6
18—Three Rivers.....	40-0	37-1	36-2	24-7	20-8	...	...	29-9	26-3	47-3	19-2	19-8	44-3	10-0	41-7	34-5	6-0	3-9	5-4	9-6
Ontario—																				
19—Belleville.....	42-2	38-6	39-8	25-8	20-2	27-7	42-7	40-6	33-4	47-1	18-5	19-2	41-6	10-0	44-4	32-6	6-7	4-2	5-4	8-6
20—Brantford.....	43-8	40-6	40-3	25-9	19-0	30-0	45-0	39-3	28-9	47-4	18-5	19-5	42-1	10-0	43-5	35-1	6-7	4-2	5-6	9-1
21—Brockville.....	46-0	42-2	43-7	26-0	21-5	...	45-6	37-7	29-7	46-1	18-3	19-3	41-7	10-0	42-4	31-9	6-3	4-0	5-4	8-8
22—Chatham.....	43-0	39-5	40-7	25-6	20-5	30-5	44-0	38-4	33-2	48-3	18-2	19-5	42-0	10-0	43-3	35-8	5-3	4-1	5-1	8-6
23—Cornwall.....	44-9	41-1	41-0	26-3	18-0	...	45-3	38-4	29-1	48-3	18-5	19-5	40-8	10-0	42-9	32-2	6-0	3-9	5-7	9-1
24—Fort William.....	43-4	39-7	37-6	25-4	22-0	...	44-0	...	...	47-0	18-3	19-3	45-8	11-0	43-2	32-6	6-0	3-9	5-1	8-8
25—Galt.....	43-6	40-3	40-0	25-0	22-4	30-0	43-0	40-2	29-2	50-2	19-1	19-3	41-8	10-0	44-8	36-8	6-7	4-1	5-8	8-8
26—Guelph.....	44-3	40-9	41-2	26-7	24-2	31-7	45-0	42-1	29-6	47-0	18-7	19-3	40-4	10-0	43-3	35-4	6-0	4-1	5-7	8-8
27—Hamilton.....	44-1	40-7	41-7	25-6	22-7	29-8	44-5	42-0	30-5	50-1	18-6	19-1	43-6	11-0	44-3	37-5	6-0	4-2	5-5	8-8
28—Kingston.....	43-5	39-2	40-1	25-7	18-4	...	43-9	39-4	27-8	46-3	18-1	19-2	41-9	10-0	42-8	32-4	6-0	4-3	5-4	9-2
29—Kitchener.....	43-0	40-1	41-4	25-2	22-7	30-5	44-1	41-1	29-6	50-3	18-9	19-7	41-3	10-0	42-4	33-7	6-3	4-0	6-1	8-8
30—London.....	43-6	40-2	41-1	25-6	22-0	30-1	43-6	41-6	28-4	48-1	19-0	19-4	44-0	10-0	43-9	34-1	6-0	4-0	5-6	8-8
31—Niagara Falls.....	42-9	39-5	40-6	24-6	20-2	29-8	44-1	41-3	30-3	46-2	19-5	19-3	42-6	10-5	43-2	32-6	6-0	4-1	5-7	8-8
32—North Bay.....	43-7	40-6	41-0	25-6	19-3	...	44-3	...	...	47-0	18-7	19-5	46-7	11-0	43-1	34-3	6-7	4-2	6-6	9-7
33—Oshawa.....	43-4	41-0	42-2	25-3	21-9	30-0	...	42-3	29-5	47-6	18-7	19-4	43-0	10-0	43-8	34-1	6-0	4-0	5-6	9-0
34—Ottawa.....	44-5	41-3	43-2	26-0	21-9	30-0	44-6	38-3	30-2	50-6	18-7	19-1	44-0	10-0	42-2	31-7	6-7	3-8	5-8	8-8

COAL AND RENTALS IN CANADA, APRIL, 1946

Canned Vegetables			Beans, common, dry white, per lb.	Onions, cooking per lb.	Potatoes per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen.	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange per 32 oz. jar	Corn syrup per 2 lb. tin	Sugar		Coffee, medium, per lb.	Tea, black, medium per 1/2 lb. package	Coal		Rent (a)	
Tomatoes, choice, 2 1/2's (23 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin												Granulated, per lb.	Yellow per lb.			cts.	cts.		
15-1	15-5	15-8	6-6	7-9	44-5	15-3	20-5	48-2	65-1	39-3	23-0	33-0	29-2	8-6	8-1	53-4	38-0	.....	11-90	24-00-28-00(b)	1
14-8	14-7	14-9	6-9	7-0	51-5	15-1	18-9	50-1	54-4	40-1	21-7	37-0	29-1	8-5	8-3	49-5	38-0	.....	12-63	27-50-31-50	2
15-0	14-7	15-1	7-0	6-9	53-3	15-9	19-2	50-7	52-3	41-7	22-3	37-9	29-0	8-2	8-2	51-7	38-0	.....	.....	16-00-20-00	3
15-0	15-0	14-9	6-8	6-8	52-9	16-5	21-0	50-2	57-8	39-8	21-4	37-8	28-9	8-6	8-4	49-7	37-8	.....	7-08	18-00-22-00(b)	4
15-0	14-8	15-6	7-0	7-2	50-4	15-8	19-1	50-2	58-3	40-7	20-7	37-6	29-9	8-7	8-7	50-3	38-0	.....	11-75	26-50-30-50	5
15-0	15-0	15-2	6-8	7-2	48-6	15-9	18-6	44-9	56-8	41-4	20-6	38-9	29-3	8-5	8-3	49-6	38-0	.....	12-41	21-00-25-00(b)	6
15-0	15-0	14-9	6-9	6-9	48-2	16-7	20-5	48-9	54-3	39-7	.....	38-0	28-7	9-0	8-9	51-0	38-0	.....	11-91	26-00-30-00(b)	7
14-9	14-8	14-8	6-9	7-1	48-4	16-1	16-4	50-3	55-4	41-9	21-0	36-4	28-9	8-5	8-3	47-8	38-0	.....	13-03	20-50-24-50(b)	8
14-7	14-9	15-2	6-9	8-0	59-9	15-5	18-5	47-7	55-0	40-8	.....	39-4	28-4	8-6	8-2	52-4	39-9	18-00	.....	.....	9
13-7	14-5	14-9	7-4	6-6	54-1	14-1	17-5	35-6	45-0	37-1	.....	35-7	27-5	8-3	8-1	45-4	38-9	16-75	.....	15-50-19-50	10
13-6	14-1	14-3	6-9	7-0	50-7	15-5	18-8	41-0	40-9	38-7	21-0	35-2	26-9	8-0	8-0	46-8	39-6	16-75	.....	23-00-27-00(b)	11
14-1	14-6	14-7	6-8	7-3	50-6	15-4	19-7	44-3	50-3	39-6	20-3	36-9	28-5	8-1	7-9	43-8	39-9	16-00	.....	27-50-31-50(b)	12
14-0	14-7	15-2	7-8	7-8	55-7	15-4	17-5	45-9	47-7	39-3	.....	36-5	28-8	8-0	7-8	42-9	40-3	15-75	.....	16-00-20-00(b)	13
14-0	15-0	15-0	6-5	8-4	53-3	14-6	18-7	46-2	47-5	39-4	.....	37-3	28-3	8-0	7-9	41-6	40-0	15-50	.....	.....	14
14-0	14-7	15-2	6-5	7-0	51-7	14-5	19-7	44-3	47-5	40-1	22-7	38-5	28-6	8-0	8-0	41-1	39-4	17-50	.....	20-00-24-00(b)	15
14-4	14-8	15-3	7-4	8-1	52-7	16-3	18-8	43-6	50-0	42-2	.....	37-6	29-4	7-9	7-7	46-7	39-4	16-25	.....	.....	16
14-4	14-7	15-3	6-8	7-2	54-6	15-3	17-8	46-5	47-6	39-7	.....	38-4	28-4	8-1	7-7	47-5	39-4	19-00	.....	14-00-18-00(b)	17
14-5	14-7	14-7	7-0	7-8	54-2	15-9	19-0	42-9	52-8	40-4	.....	37-6	28-4	8-4	8-0	46-7	40-0	16-00	.....	20-00-24-00(b)	18
12-9	14-1	14-8	6-4	7-2	51-5	15-1	17-7	40-8	47-4	37-3	20-0	33-5	26-5	8-4	8-3	44-7	39-0	16-00	.....	.....	19
14-2	14-4	14-9	6-8	7-0	52-0	16-0	18-2	45-3	46-4	37-9	19-3	33-9	26-4	8-3	8-3	45-9	39-2	16-00	.....	22-00-26-00	20
14-0	14-1	14-7	[6-6	6-5	53-1	16-2	17-6	45-3	47-5	38-6	19-7	35-4	27-8	8-3	8-1	44-9	38-4	16-00	.....	20-00-24-00	21
14-3	14-5	14-6	6-0	7-1	54-7	.....	.....	36-9	42-1	37-3	20-8	34-4	26-1	8-6	8-5	41-6	38-4	16-00	.....	21-50-25-50	22
14-4	14-5	15-0	6-7	7-1	50-8	15-0	.....	36-8	45-2	.....	.....	34-7	26-6	8-2	8-2	45-3	38-6	16-50	.....	23-00-27-00(b)	23
14-2	14-4	14-4	6-5	7-3	48-4	14-8	19-3	41-7	49-4	37-9	20-6	35-6	26-0	8-7	8-6	41-3	38-1	16-80	.....	25-50-29-50	24
14-1	14-2	14-4	6-7	7-1	52-6	14-3	19-9	42-9	49-1	.....	.....	33-3	25-6	8-5	8-3	44-2	39-4	16-00	.....	22-00-26-00	25
14-2	14-4	14-5	6-5	6-7	51-5	15-7	18-3	40-2	45-1	35-8	19-0	33-9	25-7	8-5	8-4	43-3	38-6	16-00	.....	22-50-26-50	26
13-6	14-0	14-3	6-3	7-0	52-1	15-5	17-7	44-6	46-0	39-2	19-4	33-7	25-9	8-1	8-1	42-6	39-2	15-50	.....	26-00-30-00	27
13-8	14-0	14-6	6-7	6-8	50-4	15-8	18-7	45-8	47-2	37-8	.....	35-8	26-7	8-1	8-0	43-8	38-9	16-00	.....	29-50-33-50	28
14-4	14-4	14-5	6-7	6-7	52-5	17-0	17-6	39-1	48-3	36-8	20-3	33-6	25-7	8-6	8-5	41-7	39-4	16-00	.....	26-50-33-50	29
14-5	14-3	15-2	6-5	6-8	53-7	14-8	16-5	42-2	44-3	37-0	.....	33-4	25-5	8-6	8-4	43-6	39-3	16-50	.....	26-50-30-50	30
13-1	13-3	14-3	6-4	6-9	52-3	.....	18-5	41-3	45-5	39-5	.....	34-0	25-2	8-6	8-6	44-3	39-5	14-63	.....	25-00-29-00	31
14-0	14-4	14-7	6-5	6-7	53-1	16-7	.....	41-4	49-0	.....	20-0	35-4	28-0	9-0	8-9	49-8	39-6	17-25	.....	23-00-27-00	32
13-5	13-9	14-3	7-2	6-7	52-8	.....	.....	40-3	47-0	.....	.....	34-7	25-5	8-6	8-3	46-0	39-5	16-00	.....	24-50-28-50	33
14-4	14-4	14-7	6-9	7-2	50-3	15-9	19-4	42-3	46-7	38-7	.....	35-8	27-3	8-2	8-0	44-0	39-0	16-75	.....	31-00-35-00	34

TABLE IV—RETAIL PRICES OF STAPLE FOODS

	Beef					Veal, boneless fronts, per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, med., sliced, per lb.	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A" medium or large, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, Canadian, mild, per lb.	Bread, plain, white, per lb.	Flour, first grade per lb.	Rolled oats, bulk, per lb.	Corn flakes, 8 oz. package
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.			Fresh loins, per lb.	Fresh shoulder, per lb.											
35—Owen Sound.....	42.7	40.2	39.8	26.0	22.8	.....	40.0	29.2	47.0	18.6	19.3	40.1	10.0	43.1	....	6.0	4.0	5.4	9.4	
36—Peterborough.....	45.0	41.5	42.0	26.0	21.7	32.6	44.5	41.5	27.7	48.6	18.8	19.1	40.9	10.0	43.4	34.6	6.0	4.3	5.6	8.6
37—Port Arthur.....	42.0	39.2	38.4	24.8	22.4	29.3	41.0	38.5	28.7	49.8	18.3	19.1	45.8	11.0	42.9	35.0	6.3	4.1	5.3	9.0
38—St. Catharines.....	43.7	40.2	41.5	25.3	20.8	30.7	45.0	41.8	27.0	50.1	18.6	19.2	43.1	10.5	43.2	36.3	6.0	4.1	5.6	8.9
39—St. Thomas.....	44.1	40.5	41.5	25.4	23.0	30.1	44.5	40.7	30.8	47.7	19.1	19.7	43.5	10.0	45.0	34.2	6.0	4.2	6.0	9.2
40—Sarnia.....	43.4	40.5	41.9	27.7	22.5	34.3	43.7	37.7	29.9	47.9	19.0	19.5	44.3	10.0	44.3	33.4	6.0	4.0	6.2	9.3
41—Sault Ste. Marie.....	43.2	40.0	38.9	26.6	22.1	.....	42.5	39.0	.....	46.9	18.4	19.2	46.5	11.0	42.9	32.7	6.7	4.0	5.7	8.9
42—Stratford.....	41.6	39.8	39.8	25.5	23.0	.....	39.0	28.4	47.4	18.6	20.1	39.9	10.0	44.3	36.7	5.3	3.9	6.0	9.1	
43—Sudbury.....	42.8	39.9	40.0	25.7	23.3	27.3	41.4	38.3	30.0	45.2	19.0	19.7	45.6	11.0	42.9	34.3	6.7	4.1	6.4	9.1
44—Timmins.....	44.4	41.3	42.3	26.5	21.6	29.5	42.9	.....	44.6	19.3	19.7	46.5	12.0	42.5	34.6	6.7	4.3	.....	9.4	
45—Toronto.....	44.4	40.6	41.8	26.3	22.9	30.5	44.7	42.8	26.6	51.7	18.9	19.2	44.5	11.0	44.0	37.6	6.7	4.2	5.4	8.6
46—Welland.....	41.1	38.5	41.0	25.7	21.9	29.7	.....	40.4	30.0	44.5	18.9	19.6	39.3	11.0	43.3	35.1	6.7	4.2	5.1	8.8
47—Windsor.....	43.5	40.0	41.6	25.0	23.3	31.0	43.4	40.0	29.0	46.9	19.0	19.3	43.0	11.0	42.5	35.8	6.0	4.1	5.0	8.8
48—Woodstock.....	42.4	39.4	39.4	25.0	18.0	.....	44.0	38.4	26.8	46.5	18.7	19.2	42.0	10.0	43.4	32.3	6.0	3.8	5.9	8.8
Manitoba—																				
49—Brandon.....	43.2	40.0	40.7	24.6	19.6	.....	42.7	40.3	28.7	47.1	16.9	21.0	41.6	10.0	42.3	34.5	7.1	3.8	5.7	9.0
50—Winnipeg.....	42.3	37.9	35.7	24.9	21.1	27.3	41.3	40.5	30.4	53.2	17.8	19.7	43.4	10.0	42.4	34.6	8.0	3.7	5.2	8.7
Saskatchewan—																				
51—Moose Jaw.....	42.7	38.0	38.6	24.2	18.3	.....	41.8	36.7	27.7	46.4	16.6	20.7	.....	11.0	40.1	35.6	7.2	3.7	5.3	8.8
52—Prince Albert.....	38.6	35.8	.....	23.0	17.4	.....	38.7	.....	.....	47.2	17.4	20.5	41.0	10.0	41.7	34.2	6.0	4.0	.....	8.7
53—Regina.....	41.5	38.3	38.0	24.2	21.2	26.0	40.8	36.3	25.6	45.1	17.6	21.8	42.1	10.0	41.8	35.5	6.8	3.9	5.7	9.1
54—Saskatoon.....	41.5	38.0	36.3	24.9	19.5	27.4	40.5	39.2	31.5	47.8	17.3	20.1	41.4	10.0	41.7	35.7	7.2	3.7	5.4	8.9
Alberta—																				
55—Calgary.....	43.2	38.8	39.8	24.8	21.2	26.7	40.6	.....	.....	51.0	16.9	20.2	42.3	10.0	42.1	35.9	7.2	3.9	5.4	8.7
56—Drumheller.....	41.7	37.7	38.3	25.3	20.3	.....	35.7	26.7	44.6	17.3	21.3	41.5	10.0	42.5	.....	8.0	4.4	.....	8.9	
57—Edmonton.....	40.5	36.6	38.2	22.9	20.5	25.9	37.3	38.0	27.7	49.7	17.6	20.3	41.1	10.0	42.8	35.1	7.2	3.8	5.3	8.7
58—Lethbridge.....	42.0	37.4	37.0	24.0	17.4	25.0	40.5	36.7	.....	44.4	17.0	21.2	41.5	10.0	42.1	35.0	8.0	3.9	.....	8.7
British Columbia—																				
59—Nanaimo.....	47.0	41.8	44.2	28.0	24.8	.....	45.0	43.3	30.6	49.9	20.1	20.8	41.7	12.0	44.6	.....	9.0	4.3	.....	9.5
60—New Westminster.....	45.0	40.3	41.8	25.8	23.8	.....	42.9	41.7	28.6	48.8	18.7	20.1	41.5	10.0	43.3	35.8	8.0	4.2	.....	9.2
61—Prince Rupert.....	44.5	41.0	42.7	25.3	23.7	.....	44.3	.....	.....	50.5	19.2	21.3	46.7	15.0	43.7	38.0	10.0	4.9	.....	9.7
62—Trail.....	44.5	40.7	43.5	25.8	25.0	.....	44.4	.....	.....	46.2	18.1	22.7	44.8	13.0	43.0	35.1	9.0	4.0	5.7	9.3
63—Vancouver.....	46.7	41.9	42.5	26.7	25.2	27.8	43.7	41.9	31.2	50.8	19.2	19.3	41.6	10.0	43.4	35.6	9.6	4.1	5.7	8.9
64—Victoria.....	45.3	41.7	43.7	26.8	23.8	31.4	45.0	41.0	31.2	47.5	19.1	20.6	42.1	11.0	43.6	36.6	9.0	4.3	6.5	9.0

COAL AND RENTALS IN CANADA, APRIL, 1946

Canned Vegetables																		Sugar		Coal		Rent (a)	
Tomatoes, choice, 2 1/2 (28 oz.), per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin	Beans, common, dry white, per lb.	Onions, cooking per lb.	Potatoes per 10 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange per 32 oz. jar	Corn syrup per 2 lb. tin	Granulated, per lb.	Yellow per lb.	Coffee, medium, per lb.	Tea, black, medium per 1/2 lb. package	Anthractite, per ton	Bituminous, per ton				
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$			
.....	14-3	14-6	6-6	6-3	54-6	15-0	17-3	46-1	47-6	37-0	....	34-3	26-7	8-5	8-4	48-0	39-2	16-50	.....	16-00-20-00	35
13-4	13-8	14-6	6-5	7-2	52-1	....	20-9	39-1	48-7	39-8	....	34-8	26-7	8-7	8-6	43-5	39-1	16-75	.....	24-00-28-00	36
14-1	14-4	14-3	6-3	7-4	51-7	14-9	19-4	43-4	47-2	38-5	20-7	35-4	25-4	8-5	8-3	41-1	38-1	16-80	.....	23-00-27-00	37	
13-2	13-5	14-0	6-2	6-8	52-2	....	19-5	39-1	45-4	37-7	18-4	33-4	26-6	8-5	8-2	43-8	39-1	15-75	.....	27-00-31-00	38
14-0	14-4	14-4	6-8	7-4	52-9	16-0	19-2	47-1	46-5	36-4	20-4	33-9	26-4	8-7	8-6	44-7	40-0	16-00	.....	21-00-25-00	39	
14-8	14-5	15-3	7-0	7-0	54-2	13-9	16-7	44-8	46-6	....	....	34-8	26-7	8-8	8-7	44-8	39-4	16-50	.....	23-00-27-50	40
14-6	14-7	15-0	6-0	6-5	53-5	15-2	....	39-3	47-6	38-2	19-7	34-9	26-6	8-6	8-6	40-9	39-0	17-00	.....	23-00-27-00	41
14-6	14-2	14-6	6-4	6-6	53-4	16-1	18-1	41-2	45-6	37-0	19-0	34-3	26-4	8-8	8-6	45-6	38-7	16-00	.....	21-00-25-00	42	
14-4	14-6	14-9	6-5	7-2	54-4	16-6	19-9	40-2	49-4	40-2	20-3	34-7	28-4	8-8	8-5	44-8	38-9	17-75	.....	28-00-32-00	43	
14-7	14-7	14-9	6-3	7-3	54-3	17-2	21-0	43-1	52-5	39-3	19-8	35-1	27-9	8-8	8-8	40-4	38-8	19-50	.....	26-50-30-50	44	
13-6	13-9	14-3	6-3	7-0	52-2	15-2	17-6	41-2	44-5	38-6	....	34-3	25-5	8-2	8-0	44-7	38-6	15-50	.....	32-50-36-50	45
13-6	13-6	14-7	8-0	6-6	52-5	....	17-0	41-1	44-3	36-5	19-0	33-2	27-1	8-3	8-3	40-7	39-1	15-50	.....	.....	46
13-9	14-9	14-8	6-5	6-7	53-8	15-9	16-0	39-4	41-9	38-6	....	33-6	26-1	8-2	8-0	43-3	38-7	16-00	.....	25-00-29-00	47
14-4	14-2	14-4	6-4	7-2	53-7	15-3	19-3	38-7	47-0	....	21-3	34-8	26-3	8-6	8-6	45-4	39-1	16-00	.....	22-00-26-00	48
15-5	14-9	15-6	7-2	7-8	46-5	16-3	17-6	39-9	44-7	....	21-7	36-9	25-0	9-2	9-0	45-3	38-0	.....	8-45	21-00-25-00	49
15-3	15-7	15-6	7-4	7-6	45-1	15-2	19-0	44-2	41-2	39-6	22-1	37-2	24-7	9-0	8-9	37-4	37-8	.....	12-95	26-00-30-00	50	
16-8	15-3	16-3	7-1	6-2	43-8	16-0	19-9	40-6	44-8	....	22-7	37-3	27-7	9-5	9-3	43-0	38-2	.....	10-30	22-50-26-50	51
16-7	15-9	16-4	7-3	....	44-3	15-6	18-2	43-0	46-5	41-3	23-1	38-5	28-5	9-9	9-6	41-7	38-1	.....	10-50	19-50-23-50	52
16-4	15-3	15-4	7-1	6-9	44-5	17-1	19-2	41-5	42-3	41-0	21-7	36-8	28-0	9-3	9-7	43-1	38-0	.....	11-50	28-50-32-50	53	
17-6	16-5	16-7	7-6	....	44-2	16-4	19-6	45-7	49-0	41-7	22-4	36-6	27-3	9-7	9-9	45-1	37-8	.....	10-10	22-00-26-00	54
14-9	14-4	15-2	7-6	6-9	52-1	16-0	18-5	40-1	47-5	36-0	20-5	33-8	26-4	9-0	9-5	41-5	37-7	.....	8-25	26-00-30-00	55	
17-7	15-9	16-2	7-9	6-5	53-7	15-6	20-7	38-3	49-5	41-0	22-5	35-7	28-0	9-5	9-7	42-7	38-0	.....	.....	21-00-25-00	56
15-0	14-8	15-4	7-7	....	53-0	15-5	18-4	44-1	43-8	38-7	21-0	34-3	26-2	9-2	9-2	43-5	37-6	.....	5-40	24-50-28-50	57
15-6	14-0	14-7	7-4	....	49-1	14-8	16-7	40-8	43-4	....	20-9	34-0	26-2	9-3	9-5	43-7	37-5	.....	4-90	22-00-26-00	58
14-8	14-8	15-3	8-3	7-1	55-7	14-5	19-0	36-4	38-4	38-0	20-0	31-5	24-7	8-9	8-8	41-1	38-1	.....	.....	17-00-21-00	59
14-9	14-4	15-0	7-6	6-5	50-4	12-0	18-6	37-3	41-3	33-6	20-4	33-5	24-8	8-0	8-0	36-5	38-0	.....	13-00	20-50-24-50	60	
16-0	15-8	16-5	8-1	....	60-6	14-3	17-4	52-8	45-3	33-7	21-2	32-0	26-5	8-7	8-6	44-0	38-7	.....	13-65	20-00-24-00	61
15-4	15-3	16-6	8-5	6-7	53-7	14-3	20-2	40-3	48-2	37-7	22-1	33-9	27-7	8-9	8-8	40-7	37-7	.....	10-75	23-00-27-00	62	
14-6	14-4	14-7	7-3	6-9	54-3	14-7	19-4	40-9	37-9	36-3	19-6	30-4	24-4	8-0	8-0	40-2	37-7	.....	13-05	23-50-27-50	63	
14-8	15-0	15-2	8-0	6-9	56-8	14-0	18-7	39-5	38-0	37-6	20-0	31-5	24-9	8-9	8-5	43-3	38-3	.....	13-30	21-00-25-00	64	

(a) The basis of these figures is the record of rents collected in the 1941 census of housing. The movement since then has been determined from reports from real estate agents, the census averages being adjusted in accordance with the changes indicated by these reports.

(b) Rents marked (b) are for apartments or flats. Other rent figures are for single houses. Apartment or flat rents have been shown where this type of dwelling is more common than single houses.

TABLE V—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA. CALCULATED BY THE DOMINION BUREAU OF STATISTICS

1926=100

	1913	1918	1920	1922	Mar. 1926	Mar. 1929	Mar. 1933	Mar. 1941	Mar. 1942	Mar. 1943	Mar. 1944	Mar. 1945	Feb. 1946	Mar. 1946
All commodities.....	64.0	127.4	155.9	97.3	101.3	95.6	64.3	86.0	95.0	98.6	103.0	103.1	104.6	104.9
Classified according to chief component material—														
I. Vegetable Products.....	58.1	127.9	167.0	86.2	99.9	88.5	51.8	73.7	83.4	88.7	95.8	96.1	97.2	97.4
II. Animals and Their Products.....	70.9	127.1	145.1	96.0	103.7	110.0	58.4	85.3	99.8	105.7	107.7	107.0	109.0	108.9
III. Fibres, Textiles and Textile Products..	58.2	157.1	176.5	101.7	103.1	92.8	67.7	85.3	92.1	91.9	91.9	91.7	92.2	95.5
IV. Wood, Wood Products and Paper.....	63.9	89.1	154.4	106.3	100.4	94.9	62.7	92.4	101.1	107.2	118.0	118.4	122.5	122.5
V. Iron and Its Products.....	68.9	156.9	168.4	104.6	100.6	93.5	85.0	108.5	115.4	116.0	117.1	117.2	116.0	116.2
VI. Non-Ferrous Metals and Their Products.....	98.4	141.9	135.7	97.3	103.1	107.1	59.8	77.7	77.8	79.7	79.7	79.7	87.8	87.8
VII. Non-Metallic Minerals and Their Products.....	56.8	82.3	112.2	107.0	101.7	92.7	84.8	91.5	98.5	99.8	102.9	102.7	102.1	102.2
VIII. Chemicals and Allied Products.....	63.4	118.7	141.5	105.4	99.9	95.0	81.8	93.3	104.4	100.4	100.0	100.1	98.1	95.4
Classified according to purpose—														
I. Consumers Goods.....	62.0	102.7	136.1	96.9	101.9	94.6	69.3	86.2	95.2	96.5	98.0	97.5	98.3	99.0
Foods, Beverages and Tobacco.....	61.8	119.0	150.8	90.2	102.3	98.8	59.8	83.4	96.6	101.4	102.6	101.9	103.7	104.0
Other Consumers Goods.....	62.2	91.9	126.3	101.4	101.7	91.8	75.7	88.1	94.2	93.3	94.9	94.6	94.7	95.6
II. Producers' Goods.....	67.7	133.3	164.8	98.8	100.7	96.1	59.5	81.3	87.4	92.8	100.2	100.6	102.6	102.8
Producers' Equipment.....	55.1	81.9	108.6	104.1	103.3	94.1	87.1	102.4	108.2	111.7	119.1	120.0	120.3	120.3
Producers' Materials.....	69.1	139.0	171.0	98.2	100.4	96.3	56.4	78.9	85.1	90.7	98.1	98.4	100.6	100.9
Building and Construction Materials...	67.0	100.7	144.0	108.7	101.4	100.6	75.1	100.6	114.9	119.3	127.5	127.8	123.7	123.7
Manufacturers' Materials.....	69.5	148.1	177.3	95.8	100.2	95.4	53.2	75.2	80.1	85.9	93.1	93.4	96.7	97.0
Classified according to origin—														
I. Farm—														
A. Field.....	59.2	134.7	176.4	91.2	100.8	88.1	52.5	72.4	80.8	84.9	91.2	91.0	92.1	92.9
B. Animal.....	70.1	129.0	146.0	95.9	104.2	107.0	59.5	86.2	97.3	101.4	101.2	100.9	102.3	102.4
Farm (Canadian).....	64.1	132.6	160.6	88.0	101.0	98.0	44.6	69.1	80.8	91.3	104.5	105.1	107.0	107.0
II. Marine.....	65.9	111.6	114.1	91.7	97.3	105.4	58.5	83.5	108.6	123.9	134.1	132.0	135.8	133.5
III. Forest.....	60.1	89.7	151.3	106.8	100.4	94.7	63.1	92.0	100.7	106.7	117.2	117.6	121.7	121.7
IV. Mineral.....	67.9	115.2	134.6	106.4	101.4	93.5	80.0	93.2	97.9	98.9	100.8	100.7	100.8	100.8
All raw (or partly manufactured).....	63.8	120.8	154.1	94.7	101.7	96.6	52.1	78.9	83.5	85.7	104.9	104.6	105.9	106.2
All manufactured (fully or chiefly)....	64.8	127.7	156.5	100.4	101.5	93.2	67.8	84.3	92.0	93.3	93.8	93.7	95.2	95.9

TABLE VI—INDEX NUMBERS OF WHOLESALE PRICES AND COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)

Country:	Canada		United States		United Kingdom		Switzerland		South Africa		Australia		New Zealand	
	Wholesale, Dominion Bureau of Statistics	Cost of Living, Dominion Bureau of Statistics	Wholesale, Bureau of Statistics	Cost of Living, Bureau of Statistics	Wholesale, Board of Trade	Cost of Living, Ministry of Labour	Wholesale, Federal Department	Cost of Living, Federal Labour Department	Wholesale, Census and Statistics Office	Cost of Living, Census and Statistics Office	Wholesale, Commonwealth Statistician	Cost of Living, Commonwealth Statistician	Wholesale, Government Statistician	Cost of Living, Government Statistician
Number of Commodities:	508		889		200		78		188				180	
Base Period:	1926	1935-1939	1926	1935-1939	1930	July 1914	July 1914	June 1914	1910=1000	1933=1000	1936-1939=1000	1936-1939=1000	1926-1930=1000	1926-1930=1000
1913.....	64.0	(a) 79.1	69.8	70.7	.....	(a) 100	(a) 100	(h) 100	1125	.....	.....	.....	748	(b) 628
1914.....	65.5	79.7	88.1	71.8	.....	100	100	100	1090	814	.....	.....	805	676
1915.....	70.4	80.7	89.5	72.5	.....	123	146	.....	1204	855	.....	.....	882	724
1916.....	84.3	87.0	85.5	77.9	.....	146	176	.....	1379	908	.....	.....	1024	786
1917.....	114.3	102.4	117.5	91.6	.....	203	204	.....	1723	996	.....	.....	1024	850
1918.....	127.4	115.6	131.3	107.5	.....	215	222	.....	1854	1084	.....	.....	1282	912
1919.....	134.0	126.5	138.6	123.8	.....	249	226	.....	2512	1177	.....	.....	1536	1019
1920.....	155.9	145.4	154.4	143.0	.....	226	191.2	.....	2020	1320	.....	.....	1624	1034
1921.....	110.0	129.9	97.6	127.7	.....	183	167.5	.....	1805	1458	.....	.....	1194	952
1922.....	97.3	120.4	96.7	119.7	.....	172	144.5	.....	1445	1101	.....	.....	1053	1010
1923.....	100.0	121.8	100.0	126.4	.....	166	144.6	.....	1387	1063	.....	.....	994	1006
1924.....	96.4	120.5	96.7	122.6	.....	164	141.2	.....	1358	1069	(f) 1150	.....	998	1004
1925.....	95.6	121.7	95.3	122.5	.....	157	128.5	.....	1305	1066	1103	.....	983	981
1926.....	86.6	120.8	88.4	119.4	.....	140	125.5	.....	1155	1041	.....	.....	904	795
1927.....	67.1	94.4	66.0	92.4	.....	156	107.1	.....	1047	932	.....	.....	1036	951
1928.....	78.6	102.2	85.7	100.8	.....	156	111.2	.....	1029	1000	.....	.....	1029	990
1929.....	75.4	101.5	80.4	114.5	.....	158	143.0	.....	1029	999	.....	.....	1051	1035
1930.....	82.9	105.6	87.3	100.2	.....	199	183.5	.....	1047	1034	.....	.....	1111	1073
1931.....	90.0	111.7	90.0	105.2	.....	200	209.6	.....	1140	1111	.....	.....	1311	1109
1932.....	95.7	117.0	98.8	116.5	.....	199	218.2	.....	1176	1176	.....	.....	1416	1109
1933.....	100.0	118.4	103.1	123.6	.....	202	228.6	.....	1244	1244	.....	.....	1513	1002
1934.....	102.5	118.9	104.0	125.5	.....	201	212.2	.....	1373	1267	.....	.....	1502	(e) 1003
1935.....	102.8	118.6	104.9	127.1	.....	202	221.0	.....	1288	1396	.....	.....	1558	(e) 1003
1936.....	102.9	118.6	105.2	126.9	.....	202	221.0	.....	1315	1315	.....	.....	1570	.....
1937.....	103.0	118.7	105.3	128.8	.....	202	220.9	.....	1314	1404	.....	.....	1580	.....
1938.....	103.4	118.7	105.7	127.1	.....	202	221.3	.....	1319	1426	.....	.....	1577	(e) 1006
1939.....	103.0	119.0	106.1	128.1	.....	203	221.4	.....	1322	1419	.....	.....	1589	.....
1940.....	103.2	119.6	106.1	129.0	.....	204	221.4	.....	1327	1410	.....	.....	1581	.....
1941.....	104.0	120.3	105.9	129.4	.....	207	223.1	.....	1329	1417	.....	.....	1583	(e) 1005
1942.....	103.3	120.5	105.7	129.3	.....	203	223.1	.....	1330	1418	.....	.....	1587	.....
1943.....	102.7	119.9	105.2	128.9	.....	205	223.0	.....	1330	1418	.....	.....	1591	.....
1944.....	102.4	119.7	104.8	128.1	.....	203	219.7	.....	1324	1413	.....	.....	1592	(e) 1001
1945.....	103.3	120.1	107.1	129.3	.....	203	218.5	.....	1323	1405	.....	.....	1605	.....
1946—January.....	103.3	119.9	107.1	129.9	.....	203	214.3	.....	1323	1402	.....	.....	1613	(e) 1003
February.....	104.6	119.9	107.1	129.9	.....	203	215.2	.....	1323	1402	.....	.....	1604	.....
March.....	104.9	120.1	107.1	129.4	.....	203	212.5	.....	1328	1328	.....	.....	1604	.....

(a) First of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New wartime price series on base December 1942=1000, computed quarterly beginning March, 1943. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) June. (i) Revised.

Activities of Wartime Prices and Trade Board During 1945

Annual Report of Board Outlines Policies for Reconversion Period

THE fourth report of the Wartime Prices and Trade Board,* published at the beginning of May, describes the problems of the civilian economy in the transition from war to peace. The Report covers the calendar year 1945, and includes important developments up to March 1, 1946. It provides a wealth of information on many of the questions people are asking, such as: Why do we still need price control? Why is meat still rationed? Why are there still shortages of certain kinds of clothing? Why can't all prices be maintained as rigidly as during the War? On what basis have certain price ceilings been suspended?

The causes of the continued shortages and of the pressures toward higher prices are summarized in the first three chapters of the report. "The defeat of the axis powers", it is pointed out, "brought into sharp relief the world-wide shortage of basic necessities such as food, clothing, fuel and building materials. To the requirements of such countries as the United Kingdom, where consumption has been forced down to a minimum wartime standard, and to the demands of North Americans looking forward to a removal of wartime restrictions, were suddenly added the urgent requirements of liberated countries and the Far East . . . the food crisis has steadily become more serious, resulting in malnutrition and disease and threatening mass starvation in parts of Europe and in China and India. Acute shortages of clothing, building supplies and other necessities have continued to prevail, and the demand for fuel and industrial materials, even a number of metals, have remained much in excess of the current supplies."

These world-wide shortages have been reflected in Canada: "To play her part in helping to meet the urgent demands of Britain and liberated countries, and to maintain her exports to traditional markets, Canada has found it necessary to continue limiting her domestic consumption of a number of important commodities, such as foodstuffs and wood and paper products, and in the case of meat, this involved the reimposition of consumer rationing. And, like other countries, Canada has been unable

to obtain an adequate volume of imports of such products as textiles, sugar and oils and fats."

In other spheres, of course, the reduction of war output opened the way for a great increase in civilian production and a renewed production of such things as passenger cars and radios which had been off the market for some time. Here too, however, shortages cannot be eliminated overnight. "While civilian production has increased steadily, the available supplies of goods and services have not caught up with the high level of demand. It takes time to reconvert war industries and to enlarge the capacity of civilian industries, and the process has been impeded and delayed by shortages of particular materials and parts, and of particular kinds of labour, and by industrial disputes . . . Canada's progress in reconversion has been seriously affected by the shortages and strikes in the United States because of this country's heavy dependence upon United States materials and parts."

While supplies of goods are therefore still limited, incomes and demand remain high. "Civilian employment has recovered rapidly, stimulated by the large accumulated demands of consumers and business, and by the very heavy export requirements. The impact of the changeover to peacetime activities has been cushioned by demobilization payments, by unemployment assistance and other social security payments, and by the expenditure of wartime savings. Income payments . . . have remained at an extraordinarily high level. The rate of private spending has continued to increase, and at an accelerated pace, as the rate of saving has decreased and as in some cases accumulated wartime savings have been drawn upon. . . . Thus, a continuing gap between supply and demand has sustained the pressures toward inflation. And to add further to these pressures, higher costs have been pushing against controlled prices, because of the loss of profitable volume which frequently resulted from the cancellation of war contracts, because of the continued shortage of labour in some civilian industries and because of the greater readiness of particular groups to demand higher returns." The fact that wartime price increases have been higher in other countries than in Canada has added to the pressure on Canadian prices

* Report of the Wartime Prices and Trade Board, Ottawa, King's Printer, 1946.

through higher import costs and a growing differential between export prices and domestic prices.

In view of the persistence of these pressures, war-imposed controls had to be continued in the transition period if Canada's outstanding record in preventing inflation during the war was not to be brought to naught by a post-war inflation. Canada's wartime achievement in keeping prices down is strikingly illustrated by a series of charts and tables in the Report. They show that during the six years of this war the Canadian cost-of-living index rose by less than 20 per cent, whereas during the last war, which was much shorter, it rose by 55 per cent, and in the six years 1914-1920 the index rose by 92 per cent. A chart on page 8 of the Report compares the Canadian record with that of the United States and the United Kingdom, and shows that in these two countries the wartime increase in the cost-of-living index amounted to well over 30 per cent, while it was less than 20 per cent in Canada.

Price Control in Reconversion Period

If a reasonable degree of stability is to be maintained until normal conditions of supply and demand are re-established, controls such as price control and rationing must be continued, and if they are to achieve their purpose they require the sort of intelligent public support that they were accorded during the war. The Report of the Prices Board points out, however, that the control mechanism is not operating in exactly the same way as it did under war conditions. It is being adapted to the needs of the reconversion period, and steps are being taken toward the ultimate removal of all wartime controls.

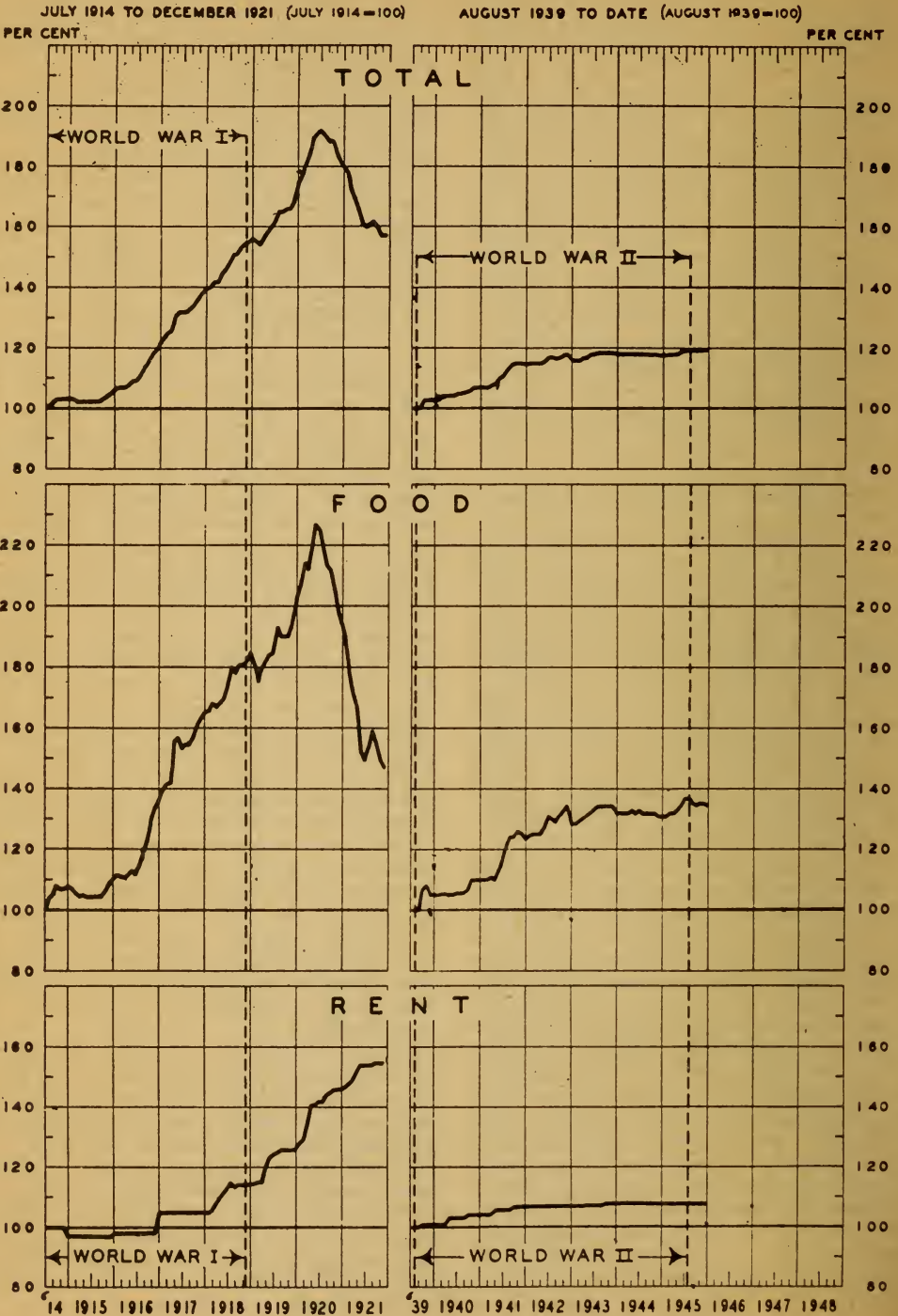
The general government policy, upon which the Prices Board's actions in the reconversion period are based, was outlined in a statement by the Prime Minister which is published as an appendix to the Board's report (L.G. Feb., 1946, p. 140). The statement emphasizes that the "steps in the direction of 'decontrol' represent no weakening in the Government's intention of preventing inflation" but are "simply an adaptation of the program to changing conditions." It is emphasized that "the one satisfactory answer to the danger of inflation is more and more production", and that "nothing would restrict a lasting increase in production more than a sharp rise in prices, which would cut demand down to the present restricted level of supply." It is recognized however, that it is no longer feasible to "attempt rigid maintenance of the price level" and that "by the time full 'decontrol' is

achieved, the level of Canadian prices may be moderately higher than is the case to-day." There is a great deal of difference, the statement points out, "between a gradual and planned policy of adjustment to post-war conditions, which may involve some modest increase in prices, and a policy of rapid removal of anti-inflation controls."

The second chapter of the report describes the changes in the administration of price control that were made necessary by the reconversion from war to peace. The war effort had absorbed so much of Canada's manpower and productive resources that it had not only ensured full employment but had actually required a curtailment of non-essential civilian activity. During the war, therefore, the government's prime concern was to encourage the largest possible war effort, and price control, which concerned chiefly the civilian sector of the economy, could be quite rigidly applied. A distinction between essential and non-essential goods was made in considering applications for price adjustment, and adjustments were made only in exceptional cases where an applicant could show financial need on the basis of his overall profit position. With the end of the war, however, the government ceased to underwrite production, and the maintenance of employment depended on the prompt expansion of production for civilian markets, which in turn depended greatly on the existence of adequate incentives. There was no longer any distinction between "essential" and "non-essential" production in matters of price control. Moreover, in certain cases too rigid an adherence to "basic period" standards would have obstructed production and employment, and the Board had to take into account *prospective* as well as *current* earnings in fixing maximum prices. While financial need on the basis of a firm's overall operations remained the prime determining factor in considering applications for price adjustments, the Board had to be prepared to "consider limited price adjustments to meet losses which can be shown to exist in the production of significant lines of goods, even when overall financial need cannot be established."

The production of new lines of civilian goods, many of which had been off the market for some time, and the loss of profitable war contracts meant that the number of applications for price fixations and price adjustments increased greatly in 1945. In many cases, however, the government's action in removing special war taxes, such as the excise taxes on automobiles and electrical appliances, gave manufacturers sufficient leeway to absorb increased costs without the necessity of changing established price ceilings.

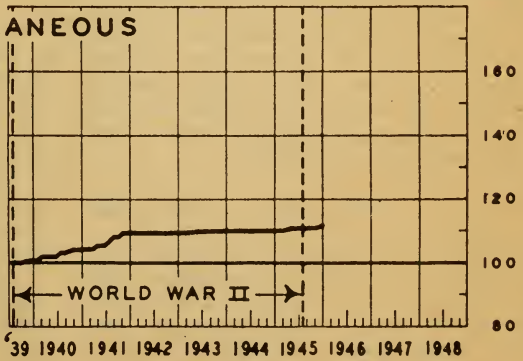
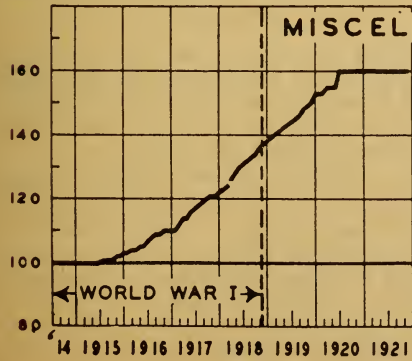
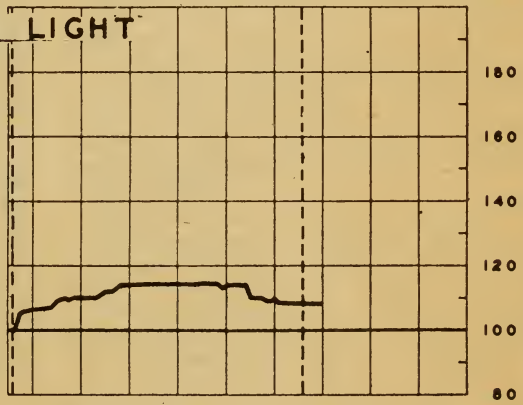
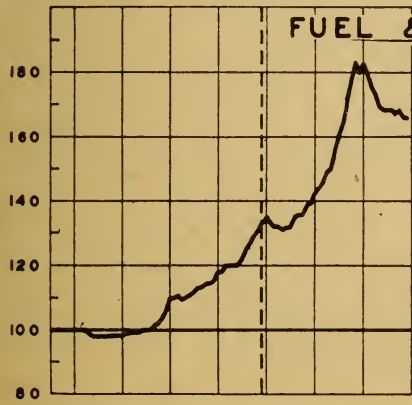
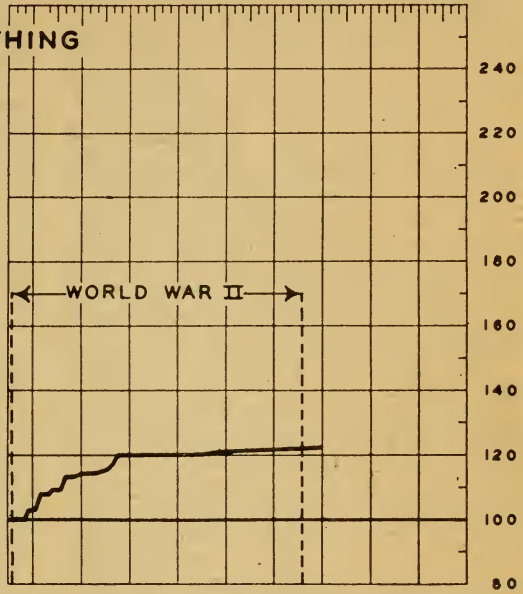
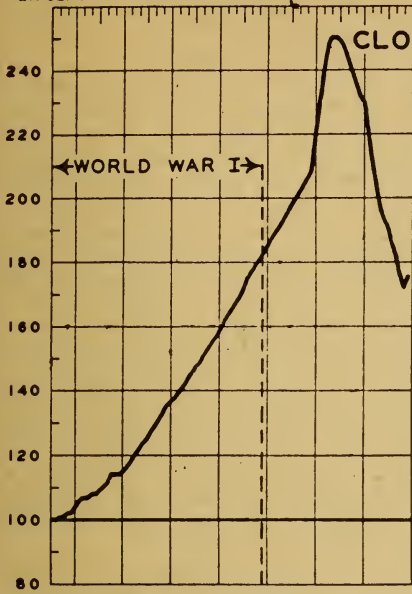
COMPONENTS OF THE COST OF LIVING INDEX



COMPONENTS OF THE COST OF LIVING INDEX

JULY 1914 TO DECEMBER 1921 (JULY 1914=100)
PER CENT

AUGUST 1939 TO DATE (AUGUST 1939=100)
PER CENT



14 1915 1916 1917 1918 1919 1920 1921

39 1940 1941 1942 1943 1944 1945 1946 1947 1948

Even before the end of the war the Prices Board had taken steps in the direction of decontrol. With victory enormous resources could be devoted to civilian production, and it was possible, for the first time, to make genuine progress in overcoming the shortages of civilian goods and equipment that had necessitated the maintenance of anti-inflation controls. A number of important decontrol measures could therefore be planned. The use of subsidies was gradually reduced, in view of the ultimate aim of returning to a free price structure. The end of the war eliminated the need for some import subsidies as shipping conditions improved, war risk insurance was eliminated, and more economical sources of supply became available. Other import and domestic subsidies, however, had been necessitated by cost increases which were likely to persist indefinitely, and which therefore had to be recognized sooner or later in the price structure. A program of gradual subsidy reduction and removal was therefore begun and a considerable number of the less important subsidies were removed in 1945 involving price increases in some cases. Early in 1946 the scope of import subsidies was narrowed down to a limited number of prime essentials, and in the textiles field most of the subsidies on imported wool were removed and the major subsidies on imported cottons were reduced.

A beginning was also made, early in 1946, with the suspension of price ceilings on a number of goods. The articles involved were mostly non-staple commodities, and included cosmetics, jewellery, books, games, novelties, millinery, drugs, tobacco products, and other items as well as a number of services. The list of goods had been carefully selected and supply conditions with regard to most of them were such that no serious price increases were expected. Most of the articles were of minor importance in the family budget, and in a number of cases it was doubtful if the trouble and expense of effective administration were commensurate with the benefits derived.

The report emphasizes that price ceilings were *suspended* and not eliminated, and could be re-imposed if unreasonable increases occurred. A survey made just before the suspension and repeated periodically thereafter shows that there have been few price increases, except in the case of silverware.

Removal of Restrictions on Production

Chapter three discusses the main factors influencing the supply of consumer goods during the year and the changes in the Board's controls over supply and distribution. Most of the Prices Board's controls restricting or

prohibiting particular kinds of civilian production were removed before the end of the war. Their removal began in the latter half of 1944, and shortly after VE-Day very few of them remained. Where production of essential goods was inadequate (e.g., textiles) the Board relied upon positive measures designed to increase the type of production needed, rather than upon negative restrictions.

The "policy of equitable distribution" was also modified to meet the needs of the reconversion period. Under this policy suppliers of scarce goods had been required to distribute their supplies among their established customers in proportion to 1941 sales to each one. In order to facilitate the establishment of new businesses and the distribution of goods that had been off the market for some time, this control was removed or relaxed in respect to a wide range of goods. Suppliers of most goods in short supply were permitted to distribute 20 per cent of their supplies as they wished, while 80 per cent remained under "equitable distribution". In the case of certain articles such as electrical appliances, autos, radios, all restrictions were withdrawn. In contrast to these developments the distribution of certain foods such as meat, sugar and butter remained under tight control.

These administrative changes reflect changes in the basic supply conditions that are summarized in this chapter. The effects of the curtailment of war production, of world shortages, and of reconversion difficulties at home and abroad are discussed. The chapter also contains a section on the Board's assistance to demobilized servicemen who are re-entering business. It is pointed out that "Regional and Local Offices of the Board are instructed that demobilized service personnel are to be given special attention in their dealings with the Board. . . . A special officer at the Board's headquarters is assigned to deal with particular problems affecting veterans and to co-ordinate the Board's activities in dealing with the problems of the veteran."

Commodities

Chapters 4 to 12 of the report deal with price and supply problems in the main commodity fields. The chapters of greatest interest to the consumer are probably those dealing with Foods, Textiles and Rentals.

Food.—The food chapter describes in some detail how the world food shortage has affected the Canadian situation. The reimposition of meat rationing in September "was the direct result of the urgent requirements of the United Kingdom and liberated Europe". A declining trend in hog output was gathering momentum and pointed to a decrease in total meat pro-

duction. An agreement made in April, 1945, added to Canada's already heavy export commitments for the United Kingdom and UNRRA. Various measures, short of rationing, designed to improve domestic supply and distribution while maintaining exports, proved inadequate and it became apparent that black marketing would spread and overseas shipments could not be maintained unless rationing and control of slaughtering were undertaken.

The urgent need to maintain heavy shipments of wheat overseas led to the adoption, early in 1946, of a program to reduce the use of wheat for flour milling by 10 per cent, and for distilling by 30 per cent.

The world shortage also affected supplies of foods imported by Canada. A reduced sugar allocation resulted in cuts, both in the consumer sugar ration and in the quotas of industrial users and restaurants. Decreased imports of fats and oils, together with declining domestic lard production, reduced the output of shortening and made it necessary to control the use of oils and fats in soap production.

Textiles.—Textile supplies were lower in 1945 than in the previous year, reflecting reduced imports and labour shortages at home. At the same time, consumer demand continued to expand and was augmented by the needs of demobilized service personnel. To forestall acute shortages of essential garments, the Prices Board extended its system of "production directives" to cover all essential garments. Production quotas were established for each garment and allocated among manufacturers. The production and distribution of fabrics was controlled to meet the requirements of the garment programs. Special emphasis was placed on the maintenance of output in the lower-priced lines.

While a variety of difficulties were encountered in operating this program, it did result in increased production and largely averted the widespread shortages of needed garments that had threatened. Many of the directives were continued into 1946.

At the end of the textiles chapter there is a discussion of the recently announced reduction in the subsidy on imported cotton and the elimination of wool subsidies in a number of cases. These changes involved compensating price adjustments for clothing and other textile products. Such increases were, however, small at the consumer level, and the Board took care to prevent unreasonable advances by tightening its control over wholesalers' and retailers' markups.

Rent.—The rent control problems arising from the severe overcrowding in Canadian towns and cities are discussed in chapter 12. The report emphasizes that effective rent control is impossible without "eviction control"—that is, the protection of tenants against arbitrary eviction. Eviction control was tightened greatly in July by an order which "postponed for an indefinite period the powers of a landlord to exercise his rights with respect to the eviction of a well-behaved tenant of any self-contained dwelling in those cases where a landlord might formerly have obtained possession after a six months' period of notice." This drastic step was taken by the government because of the serious social problem presented by the growing number of eviction notices, many of which were served upon families of servicemen.

This chapter clarifies the point that when a landlord exercises his right of changing a "term certain" lease into a monthly tenancy, the tenant is still protected against eviction in the same way as before. It is emphasized that "the government has no intention of abandoning the restrictions against eviction so long as the present acute shortage of housing continues".

Other chapters in the report deal with farm equipment, fuels, pulp and paper, metal goods, lumber, construction products, consumer credit, Board organization, enforcement and price movements. The appendices contain a great deal of interesting information relating to the Board, including a detailed statement of subsidy payments and price index numbers.

Old Age and Blind Pensioners in Canada

Financial and Statistical Summary as at March 31, 1946

IN the accompanying tables, which have been prepared by the Department of National Health and Welfare, information is given concerning the Old Age Pensions Act and the amendment to that Act for the payment of pensions to blind persons.

Old Age Pensions

The Act provides for the establishment of a Dominion-Provincial pensions system to be effective in such provinces as might enact and give effect to special legislation for this purpose. All the provinces are now participating. Under the Old Age Pensions Act a pension is payable to any British subject of 70 years and over who is not in receipt of an income of as much as \$425* a year and who has resided in Canada for the 20 years, and in the province in which the application is made for the five years immediately preceding the date of the proposed commencement of pension. The Act also provides that an applicant must not have assigned or transferred property for the purpose of qualifying for a pension. Indians, as defined by the Indian Act, are not eligible to receive old age pensions.

The maximum amount of pension payable under the Act is \$300* yearly. In cases where pensioners have a private income the amount of their old age pension is subject to reduction by the amount that their private income exceeds \$125* a year.

Under the provisions of the Act as it was first passed, the Department of Labour of Canada (then the administering Department) paid quarterly to each province one-half of the net sum paid by the provincial pension authority during the preceding three months. At the 1931 session of the Dominion Parliament, however, the Act was amended, the amount of the Dominion contribution being increased from fifty to seventy-five per cent of the net sum.

The administration of the Old Age Pensions Act was by Order in Council dated March 1, 1935, transferred to the Department of Finance from April 1, 1935. By a second Order in Council, P.C. 5942, dated September 7, 1945, the administration was transferred from the Department of Finance to the Department of National Health and Welfare from September 1, 1945.

Pensions for the Blind

An amendment to the Old Age Pensions Act, assented to on March 31, 1937 (L.G., May, 1937, p. 503) provides for the payment of pensions to blind persons who have attained the age of 40 years and have fulfilled other conditions set forth in the Act. Such persons must be so incapacitated by blindness as to be unable to perform any work for which eyesight is essential, and must not be in receipt of a pension or allowance in respect of blindness under the Pension Act or the War Veterans' Allowance Act.

The maximum pension payable to a blind person, whether married or unmarried, is \$300* per annum. If, however, a blind person marries another blind person after March 31, 1937, the maximum pension is reduced to \$150*. If a pensioner is unmarried the maximum pension is reduced by the amount of his income from earnings or other sources in excess of \$200* a year. If a pensioner is married to a person not receiving a pension in respect of blindness, his income is deemed to be the total income of himself and his spouse (including any old age pension payable to the spouse) less the sum of \$225*, and the maximum pension is reduced by the amount by which his income, so calculated, exceeds \$400*. If a pensioner is married to a person receiving a pension in respect of blindness, his income is deemed to be one-half the total income of himself and his spouse (excluding the pension in respect of blindness payable to his spouse) and the maximum pension is reduced by the amount by which his income, so calculated, exceeds \$200*.

Under agreements negotiated between the Dominion and the Provinces, the Dominion contributes 75 per cent of the cost of pensions to blind persons, the provinces assuming the remainder of the cost of such pensions.

The accompanying tabular statistics indicate the extent of operations under this amendment to the Old Age Pensions Act.

* Amended by Orders in Council P.C. 6367, August 10, 1943, P.C. 3376 and P.C. 3377, May 29, 1944, passed under the authority of the War Measures Act.

PENSIONS FOR BLIND PERSONS

FINANCIAL AND STATISTICAL SUMMARY OF PENSIONS FOR BLIND PERSONS IN CANADA AS AT MARCH 31, 1946

	Alberta Act effective Mar. 7, 1938	British Columbia Act effective Dec. 1, 1937	Manitoba Act effective Sept. 1, 1937	New Brunswick Act effective Sept. 1, 1937	Nova Scotia Act effective Oct. 1, 1937
Number of pensioners.....	269	340	365	737	664
Average monthly pension.....	24.51	24.59	24.84	24.65	24.19
* Percentage of pensioners to total population.....	.033	.036	.050	.157	.107
Dominion Government's contributions for quarter ended March 31, 1946.....	\$14,753 08	\$18,725 37	\$20,792 29	\$40,147 34	\$36,026 04
Amounts charged to War Expenditure and Demobilization Appropriation for quarter ended March 31, 1946 and included in Dominion Government's contributions for the same period.....	\$3,017 21	\$3,846 04	\$4,244 21	\$8,300 03	\$7,669 40
Dominion Government's contributions April 1, 1945-March 31, 1946.....	\$57,550 39	\$75,441 39	\$79,472 92	\$161,978 47	\$142,671 86
Amounts charged to War Appropriation and War Expenditure and Demobilization Appropriation April 1, 1945-March 31, 1946 and included in Dominion Government's contributions for the same period.....	\$11,732 69	\$15,465 63	\$16,446 17	\$33,334 40	\$30,308 76
Dominion Government's contributions from inception of amendment to the O.A.P. Act.....	\$320,464 73	\$465,639 97	\$474,206 85	\$1,043,272 84	\$890,160 45
Amounts charged to War Appropriation and War Expenditure and Demobilization Appropriation since amendment under the War Measures Act and included in Dominion Government's contributions from inception of amendment to the O.A.P. Act.....	\$28,358 03	\$38,232 75	\$40,547 90	\$75,659 40	\$64,314 26
Charged to War Appropriation.....	\$25,340 82	\$34,386 71	\$36,303 69	\$67,359 37	\$56,644 86
Charged to War Expenditure and Demobilization Appropriation.....	\$3,017 21	\$3,846 04	\$4,244 21	\$8,300 03	\$7,669 40

	Ontario Act effective Sept. 1, 1937	P.E.I. Act effective Dec. 1, 1937	Quebec Act effective Oct. 1, 1937	Saskatchewan Act effective Nov. 15, 1937	Totals
Number of pensioners.....	1,543	119	2,568	340	6,945
Average monthly pension.....	24.72	22.33	24.73	24.74	
* Percentage of pensioners to total population.....	.039	.129	.072	.040	
Dominion Government's contributions for quarter ended March 31, 1946.....	\$87,300 45	\$5,908 91	\$145,007 83	\$19,416 76	\$388,078 07
Amounts charged to War Expenditure and Demobilization Appropriation for quarter ended March 31, 1946 and included in Dominion Government's contributions for the same period.....	\$18,122 10	\$1,181 78	\$29,458 58	\$3,949 64	\$79,788 99
Dominion Government's contributions April 1, 1945-March 31, 1946.....	\$341,573 54	\$22,794 94	\$568,427 51	\$76,835 99	\$1,526,747 01
Amounts charged to War Appropriation and War Expenditure and Demobilization Appropriation April 1, 1945-March 31, 1946 and included in Dominion Government's contributions for the same period.....	\$70,851 99	\$4,558 98	\$115,998 79	\$15,668 27	\$314,365 68
Dominion Government's contributions from inception of amendment to the O.A.P. Act.....	\$2,199,220 53	\$132,396 35	\$3,246,942 55	\$460,630 46	\$9,232,934 73
Amounts charged to War Appropriation and War Expenditure and Demobilization Appropriation since amendment under the War Measures Act and included in Dominion Government's contributions from inception of amendment to the O.A.P. Act.....	\$162,949 90	\$11,212 56	\$280,787 59	\$33,650 30	\$740,712 69
Charged to War Appropriation.....	\$144,827 80	\$10,030 78	\$251,329 01	\$34,700 66	\$660,923 70
Charged to War Expenditure and Demobilization Appropriation.....	\$18,122 10	\$1,181 78	\$29,458 58	\$3,949 64	\$79,788 99

* Percentages based on the estimated population as at June 1, 1945—Dominion Bureau of Statistics.

OLD AGE PENSIONS

FINANCIAL AND STATISTICAL SUMMARY OF OLD AGE PENSIONS IN CANADA AS AT MARCH 31, 1946

	Alberta Act effective Aug. 1, 1929	British Columbia Act effective Sept. 1, 1927	Manitoba Act effective Sept. 1, 1928	New Brunswick Act effective July 1, 1936	Nova Scotia Act effective Mar. 1, 1934	Ontario Act effective Nov. 1, 1929
Number of pensioners.....	12,098	16,637	12,981	12,663	14,771	60,831
Average monthly pension.....	24.12	24.34	24.54	22.40	22.62	24.48
* Percentage of pensioners to total population.....	1.46	1.75	1.76	2.71	2.38	1.52
* Percentage of persons over 70 years of age to total population.....	3.39	4.95	4.08	4.49	5.15	5.02
* Percentage of pensioners to population over 70 years of age.....	43.21	35.40	43.27	60.30	46.16	30.26
Dominion Government's contributions for quarter ended March 31, 1946.....	\$644,293 57	\$896,605 86	\$680,611 38	\$635,263 10	\$744,173 62	\$3,353,750 88
Amounts charged to War Expenditure and Demobilization Appropriation for quarter ended March 31, 1946 and included in Dominion Government's contributions for the same period.....	\$135,169 18	\$188,444 44	\$144,384 66	\$143,617 85	\$167,128 57	\$697,642 68
Dominion Government's contributions April 1, 1945-March 31, 1946..	\$2,526,214 64	\$3,485,885 07	\$2,684,083 31	\$2,498,871 32	\$2,913,972 32	\$13,129,815 81
Amounts charged to War Appropriation and War Expenditure and Demobilization Appropriation April 1, 1945-March 31, 1946 and included in Dominion Government's contributions for the same period.....	\$528,774 42	\$727,361 69	\$563,509 39	\$567,630 65	\$652,065 04	\$2,845,710 69
Dominion Government's contributions from inception of O.A.P. Act.	\$23,848,788 56	\$32,894,906 73	\$30,610,530 66	\$16,513,102 02	\$24,276,978 54	\$143,187,675 01
Amounts charged to War Appropriation and War Expenditure and Demobilization Appropriation since amendment under the War Measures Act and included in Dominion Government's contributions from inception of O.A.P. Act.....	\$1,243,622 56	\$1,727,832 29	\$1,400,943 69	\$1,151,332 94	\$1,327,921 34	\$6,194,362 52
Charged to War Appropriation.....	\$1,108,453 38	\$1,539,387 85	\$1,256,559 03	\$1,007,715 09	\$1,160,792 77	\$5,496,719 84
Charged to War Expenditure and Demobilization Appropriation.....	\$135,169 18	\$188,444 44	\$144,384 66	\$143,617 85	\$167,128 57	\$697,642 68

	P.E.I. Act effective July 1, 1933	Quebec Act effective Aug. 1, 1936	Saskatchewan Act effective May 1, 1928	N.W.T. Order-in-Council effective Jan. 25, 1929	Totals
Number of pensioners.....	1,980	51,567	13,398	15	196,941
Average monthly pension.....	18.99	23.91	24.55	24.33	
* Percentage of pensioners to total population.....	2.15	1.45	1.59	.12	
* Percentage of persons over 70 years of age to total population.....	6.52	3.23	3.55	1.52	
* Percentage of pensioners to population over 70 years of age.....	33.00	44.84	44.66	8.20	
Dominion Government's contributions for quarter ended March 31, 1946.....	\$83,828 06	\$2,779,145 13	\$738,989 55	\$1,114 99	\$10,557,776 14
Amounts charged to War Expenditure and Demobilization Appropriation for quarter ended March 31, 1946 and included in Dominion Government's contributions for the same period.....	\$16,765 61	\$571,954 48	\$153,643 42	\$215 21	\$2,218,966 20
Dominion Government's contributions April 1, 1945-March 31, 1946..	\$322,440 55	\$10,823,345 20	\$2,903,019 80	\$3,579 07	\$41,291,227 09
Amounts charged to War Appropriation and War Expenditure and Demobilization Appropriation April 1, 1945-March 31, 1946 and included in Dominion Government's contributions for the same period.....	\$64,488 11	\$2,235,541 17	\$602,750 76	\$684 49	\$8,788,516 41
Dominion Government's contributions from inception of O.A.P. Act.	\$2,567,370 05	\$76,882,192 82	\$29,233,761 76	\$31,365 80	\$380,046,671 95
Amounts charged to War Appropriation and War Expenditure and Demobilization Appropriation since amendment under the War Measures Act and included in Dominion Government's contributions from inception of O.A.P. Act.....	\$158,018 23	\$5,527,871 18	\$1,478,666 23	\$1,573 65	\$20,212,144 63
Charged to War Appropriation.....	\$141,252 62	\$4,955,916 70	1,325,022 81	\$1,358 34	\$17,993,178 43
Charged to War Expenditure and Demobilization Appropriation.....	\$16,765 61	\$571,954 48	\$153,643 42	\$215 31	\$2,218,966 20

* Percentages based on the estimated population as at June 1, 1945—Dominion Bureau of Statistics.

Fatal Industrial Accidents in Canada During the First Quarter of 1946

THERE were 329 fatal industrial accidents in the first quarter of 1946 according to the latest reports received by the Department of Labour. In the previous three months there were 335 including 16 in a supplementary list. The accidents recorded are those occurring to persons gainfully employed during the course of, or arising out of their employment as well as fatalities from industrial diseases reported chiefly by provincial Workmen's Compensation Boards.

These total are compiled from reports received from provincial Workmen's Compensation Boards, the Board of Transport Commissioners, certain other official sources, and LABOUR GAZETTE correspondents. Newspaper reports are also used to supplement these data.

The manufacturing group recorded the largest number of fatalities, 88. Of these 21 were in iron, steel and products; 18 in pulp, paper and paper products; 10 in saw and planing-mill products, while the remainder was distributed among the other manufacturing sub-groups. In the previous quarter 65 industrial deaths were recorded in manu-

Industrial fatalities in transportation and public utilities decreased to 57 from the 61 recorded in the previous quarter. There were 38 in steam railways and 11 in local and highway transportation. The most marked decline as compared with the previous quarter was recorded in water transportation where fatalities decreased from 17 to 4.

Of the 49 deaths in the mining group 29 were in metalliferous mining, 13 in coal mining and 7 in non-metallic mineral mining and quarrying. In the previous quarter 39 fatalities were recorded in mining 24 being in metalliferous mining.

There were 46 logging fatalities, the same as in the previous quarter. Decreases were noted however in agriculture, from 30 to 22, in service from 21 to 19, and in trade from 22 to 18.

The construction group recorded 13 fatalities, of which 10 were in building and structures and 3 in highway and bridge construction. In the previous quarter 34 deaths occurred in the construction group, 25 of them in construction of buildings and structures.

TABLE I.—FATAL INDUSTRIAL ACCIDENTS IN CANADA DURING THE FIRST QUARTER OF 1946
BY GROUPS OF INDUSTRIES AND CAUSES

Cause	Agriculture	Logging	Fishing and Trapping	Mining, Non-ferrous Smelting and Quarrying	Manufacturing	Construction	Central Electric Stations	Transportation and Public Utilities	Trade	Finance	Service	Unclassified	Total
A—Prime movers (engines, shafting, belts, etc.).....								1					1
B—Working machines.....				1	3	1							5
C—Hoisting apparatus (elevators, conveyors, etc.).....					3		1	2					6
D—Dangerous substances (steam, electricity, flames, explosions, etc.).....	3	1		1	9		1	7	2		5		29
E—Striking against or being struck by objects.....	1	5		3	17		1	1			1		30
F—Falling objects.....	4	22		7	10			3			2		48
G—Handling of objects.....		1		1				2					4
H—Tools.....						1							1
I—Moving trains, vehicles, watercraft, etc.....	5	8	2	4	12	1		34	5		4	2	77
J—Animals.....	3	3			1								9
K—Falls of persons.....				1	5	11	7	1	3		2	3	33
L—Other causes (industrial diseases, infections, lightning, caves, etc.).....	6	6	6	27	22	3	1	8	1	1	5		86
Total.....	22	46	9	49	88	13	4	57	18	1	19	3	329

The largest number of industrial deaths in the first quarter of 1946 resulted from industrial diseases, infections, etc. (see Table I). This number was 86. Moving trains and other vehicles accounted for 77 fatalities.

Ontario (see Table II) registered the highest number of industrial fatalities with 156. There were 48 in manufacturing and 23 in transportation. British Columbia had 55 indus-

trial deaths including 15 in manufacturing and 13 in logging. Quebec registered the next highest number with 42. Of these, 13 occurred in manufacturing and 11 in transportation. Of the 17 industrial deaths in Nova Scotia seven were in mining.

Of the total of 329 deaths, 130 occurred in January, 111 in February, and 88 in March.

TABLE II.—FATAL INDUSTRIAL ACCIDENTS IN CANADA AND THE PROVINCES DURING THE FIRST QUARTER OF 1946 BY INDUSTRIES

INDUSTRY	P.E.I.	N.S.	N.B.	P.Q.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....		1	1	2	11	1	2	3	1		22
Logging.....		2	3	6	15	1	1	5	13		46
Fishing and Trapping.....				4	4		2		3		9
Mining, Non-ferrous, Smelting and Quarrying.....		7		4	21		1	4	11	1	49
Manufacturing.....		4	4	13	48	2	1	1	15		88
Construction.....	1			2	8			1	1		13
Central Electric Stations.....					3			1			4
Transportation and Public Utilities.....	1	4	3	11	23	4	1	3	7		57
Trade.....			2	2	12		1		1		18
Finance.....					1						1
Service.....	1	1	1	2	8		1	2	3		19
Unclassified.....		1			2						3
Total.....	3	20	14	42	156	8	10	20	55	1	329

Workmen's Compensation in Nova Scotia, Manitoba and New Brunswick

THE Annual Reports for the year 1945 of the Workmen's Compensation Boards of Nova Scotia, Manitoba and New Brunswick,

were issued recently. A brief summary of each of these Reports appears below.

Nova Scotia

The annual report of the Workmen's Compensation Board of Nova Scotia for the calendar year 1945 opens with a general review of the operations under the Act since it became operative on January 1, 1917. Since that date, 296,243 claims have been made to the Board, including those for 2,113 workmen who were killed. The total cost of compensation up to December 31, 1945 was \$44,429,715.44. During the period 1,272 widows were awarded pensions for life or until re-marriage; 2,698 children under 16 years of age were awarded monthly pensions while under that age, and life pensions were awarded to 10,195 workmen who were wholly, or partly, permanently disabled.

During the 29 years that this legislation has been in force in Nova Scotia the rates of compensation and related benefits have been increased from time to time. The maximum earnings on which compensation is now paid is \$2,000, as compared with \$1,200 in 1917 and the rate of compensation has

been increased from 55 per cent to 66½ per cent of average earnings. Free medical aid is now provided for injured workmen, burial allowances have been increased from \$75 to \$100, widow's pensions have been raised from \$20 a month to \$40 a month with a small increase in the cash settlement on re-marriage. Pensions for children under 16 are now double those allowed in 1917.

The Pension Liability Fund was \$11,311,704.39 at the end of 1945, "but the revaluation, using new actuarial tables, and adjustment to a three per cent interest basis—instead of 3½ per cent as formerly—will make a larger increase necessary in 1946 to fully cover all the following pensions: 2,490 workmen disabled for life (wholly or partially); 805 widows; 588 children under 16; 44 dependent mothers; 13 dependent fathers; 11 other dependents."

The total number of accidents for each of the past five years (1941-1945) was as follows: 1941, 16,819; 1942, 19,714; 1943, 18,666; 1944, 19,027; 1945, 18,396.

Industrial accidents during 1945 were classified as follows:—

Fatal accidents, dependency established and compensation commenced	41
Fatal accidents, burial expenses paid, no dependents	7
Fatal accidents reported, pending adjustment	3
Fatal accidents, claim non-compensable or disallowed	2
Accidents causing permanent partial disability	115
Accidents causing total disability for seven days or over	9,437
Accidents where medical aid only has been paid	6,457
Accidents pending adjustment, no payments	1,231
Accidents not compensable (other than fatal)	1,103
Total	18,396

The total of all payrolls on which assessments were levied in 1945 amounted to \$114,168,542. Administration expenses to compensation cost of accidents was 6.8 per cent.

The seven classes of industries from which assessments were derived, together with the

amount contributed by each in 1945 were as follows:—

Mining	\$1,511,972 10
Lumbering and woodworking	389,564 70
Iron and steel	343,554 74
Manufacturing and operating not otherwise specified	203,126 84
Building and construction	265,129 11
Public utilities	147,873 53
Transportation	588,148 04
Total	\$3,449,369 06

Penalties and interest increased the total income to \$3,653,884.54; less estimated adjustments of \$832,907.32, made a net total income for the year 1945 of \$2,820,977.22.

The total expenditure, actual and estimated for 1945, amounted to \$3,480,511.44 under the following headings: compensation paid, other than pensions, \$671,649.10; transferred to reserves for pension awards \$296,948.71; paid for medical aid \$118,799.48; administration expense, \$135,637.63; safety association, \$10,517.07; compensation, estimated outstanding, \$2,185,634.45; estimated to complete medical aid claims, \$61,325.

Manitoba

A total of 16,196 accidents were reported during 1945 to the Manitoba Workmen's Compensation Board, according to its report covering the operations of the Board during the last calendar year. Accidents in 1944 numbered 16,229. Fatal accidents, however, increased from 31 in 1944 to 40 in 1945. Details of the accidents as reported by the various groups for the last two years are as follows:—

Group	1944	1945
Steam railways	2,410	2,056
Province of Manitoba	208	244
City of Winnipeg	383	415
General body of employers	11,539	12,100
Winnipeg Electric Co.	237	287
Dominion Government	1,452	1,094
Total	16,229	16,196

The report also shows that on December 31, 1945, the Board had on its books as in receipt of pension 564 dependents of workmen killed

in industry during the period March 1, 1917, to December 31, 1945.

The total actual payroll for all classes for 1944 was \$117,885,140.93. The largest group was that of the general body of employers with a total of \$72,761,768, while the Canadian Pacific and the Canadian National railways had payrolls of \$13,464,848.08 and \$13,044,823.79 respectively. During 1945 the actual cash disbursed by the Board (less investments) amounted to \$1,258,661.46, as compared with \$1,304,374.09 disbursed during 1944.

The report also contains a detailed analysis of compensable accident claims for 1944. The accident claims were classified by causes as follows: prime movers, 160; working machines, 488; hoisting apparatus, 110; dangerous substances, 318; stepping on or striking against objects, 888; falling objects, 770; handling objects, 1,456; tools, 388; runaways and animals, 97; moving trains and vehicles, 191; falls of persons, 1,133; all other causes, 449.

New Brunswick

The twenty-seventh annual report of the New Brunswick Workmen's Compensation Board contains a fully audited balance sheet covering the financial transactions of the Board, together with statistics of accidents and compensation paid for the year ending December 31, 1945. The total income for the

year was estimated at \$1,476,292.15 and the expenditure at \$1,366,016.65, leaving an excess of income over expenditure for the year of \$110,275.50. Adding this to the cumulative credit balance of \$2,165,354.28 carried forward from the year 1944, the estimated surplus stood at \$2,275,629.78.

Accident Statistics.—Complete accident statistics for the year 1944 appear in this report. The cost of compensation amounted to \$1,378,918.34, when a total of 11,366 compensable accidents were reported to the Board. Of these 25 were fatal; 206 were permanent partial disability; 7,201 were temporary total disability and 3,933 required medical aid only. Non-compensable accidents reported to the Board numbered 938.

Workmen's Compensation Bill in Great Britain

COMPENSATION for industrial accidents and industrial diseases will be paid under a radically different system when the National Insurance (Industrial Injuries) Bill, 1946, becomes effective. Although it is part of the National Insurance scheme (L.G., March, 1946, p. 287), industrial injuries insurance is being provided for in a separate Act. The Minister of National Insurance is to name the date on which the latter statute will go into effect. The Bill received third reading in the House of Commons on February 22.

Instead of the present system of workmen's compensation administered by the Courts in which injured workmen or their dependents bring actions for compensation, the Bill provides for a State system of insurance to be administered by the Minister of National Insurance. To advise the Minister on any questions he may refer to it and concerning any proposed regulations under the Act, there is to be an advisory Council which will include an equal number of employers' and workers' representatives.

The Bill applies to all persons employed under a contract of service or apprenticeship including seamen hired in the United Kingdom, except casual workers not employed for the purposes of the employer's business and a few other classes.

Claims will be decided by Insurance Officers first; their decisions may be appealed to local tribunals consisting of one or more representatives each of employers and workers and a chairman appointed by the Minister. A final appeal may be made to the Industrial Injuries Commissioner appointed, not by the Minister, but by the King. Questions of special legal difficulty, may be dealt with by a tribunal of three, the Commissioner and two Deputy Commissioners or three of the latter. Questions of fact which present special problems may be decided with the assistance of assessors having special knowledge of industry.

The extent of disablement is to be determined by boards of at least two medical practitioners. Medical tribunals of three members may hear appeals.

The following classifications enumerate the causes of accidents reported to the Board: Prime movers, 198; working machines, 734; hoisting apparatus, 328; dangerous substances, 381; stepping on or striking against objects, 1,366; falling objects, 1,941; handling objects, 1,731; tools, 1,389; runaways and animals, 90; moving trains, vehicles, etc., 268; fall of persons, 1,918; all other causes, 1,786.

The Industrial Injuries Fund, which will bear the cost of benefits and of administration, is to be built up by equal contributions from employers and workers and a contribution from the Exchequer equal to one-fifth of the other contributions. The Bill, as passed by the House, provides that the weekly payments by workers and by employers with respect to each worker of the particular class, are to be 4d for men over 18, 3d for women over 18, 2½d for boys and 2d for girls under 18.

Benefits are related to the degree of disability and not to loss of earning power, but if a workman is made permanently incapable of work, or incapable of earning more than £52 a year, 20s a week sickness benefit is to be added to his disablement pension. For 100 per cent disablement, the Bill as amended by the House of Commons requires that 45s a week, plus 20s weekly if he is unemployable, is to be paid to an adult worker. The pension decreases 4s 6d for every drop of 10 points in the degree of disablement until for 20 per cent disablement 9s is to be paid weekly. For disability of less than 20 per cent, a gratuity is payable in instalments, the amount to be determined by the degree and the period of disability. If the workman is employable but incapable of resuming his former occupation or taking up suitable employment of an equivalent standard, he is to be paid weekly an additional 11s 3d. Such a workman, however, may not be paid more than 45s in all unless he is in need of an attendant or has a dependent. For an adult dependent, 16s a week additional is payable to an injured worker and for one or the eldest child, 7s 6d. (For each additional child under 16 the family allowance of 5s weekly is payable under the Family Allowance Act.)

In a fatal accident, the widow will be entitled to 30s a week if she has a child under 16, or if she is over 50 years of age or if she is incapable of self-support at her husband's death. In other cases a widow's pension will be 20s.

THE LABOUR GAZETTE

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Notes of Current Interest

Proposed amendments to Unemployment Insurance Act

Bill L 5, "An Act to amend the Unemployment Insurance Act, 1940", was introduced in the Senate of Canada on May 16 by Senator W. M. Robertson.

It was given second reading on May 27 and referred to the Standing Committee on Immigration and Labour.

Many of the clauses in the amending Bill are matters of clarification, re-arrangement, and changes in sections dealing with legal proceedings and coverage, which administrative experience has shown to be desirable.

The more substantive clauses include a widening of the interpretation of "dependent"; an increase of subsidiary earnings permitted from \$1 to \$1.50 per day; the calculation of the daily rate of benefit to the nearest five cents; requiring the Advisory Committee to report in respect of the same period as the Commission; making the Employment Service more directly responsible to the Minister; requiring employers to notify the engaging of employees and persons seeking employment to notify the Employment Service; and the transfer of sections of the Veterans Rehabilitation Act dealing with unemployment insurance to this Act.

The report of the Unemployment Insurance Advisory Committee, which embodies many of the proposed amendments to the Act, is published as a supplement to this issue of the LABOUR GAZETTE. The amending Bill, as finally approved by the Senate and the House of Commons, will be reviewed in a subsequent issue.

Employment and industrial statistics

The latest available statistics reflecting industrial conditions in Canada are shown in the accompanying table.

The index of industrial employment, published by the Dominion Bureau of Statistics, was 168.5 at April 1, 1946, an increase of 1.5 points over the index in the previous month. The figure at the beginning of April is the highest so far recorded this year and is considerably above the pre-war level, exceeding the index at April 1, 1939, by 60.6 per cent. The index of the physical volume of business rose to 192.8 from 191.4 in March. The Bureau's cost-of-living index also showed an increase to 122.0 at May 1.

Employment and Earnings.—The advance of the index of employment at April 1 was unusual for the season in the experience of the years since 1920. Data were tabulated from 15,789 employers who reported a combined working force of 1,720,726 persons at the date under review as compared with 1,705,529 at March 1. Weekly payrolls reported at April 1 by eight leading industries amounted to \$55,931,903, an increase of 1.1 per cent over the previous month. Average weekly earnings at April 1, 1946, were \$32.50 as compared with \$32.44 at March 1. Per capita weekly earnings at April 1 in certain previous years were \$32 in 1945; \$32.37 in 1944; and \$31.14 in 1943.

A comparison of the trends in employment and payrolls for which data are available, indicates that since June 1, 1941, the staffs of eight leading industries have increased by

STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

NOTE.—Official statistics except where noted. Much of the statistical data in this table, with an analysis, are included in the *Monthly Review of Business Statistics* issued by the Dominion Bureau of Statistics.

Classification	1946			1945		
	May	April	March	May	April	March
Employment—						
Index ¹		168.5	167.0	175.5	176.9	178.2
Applications for employment ² No.....		5,921	6,313	7,261	7,863	7,054
Vacancies notified ² No.....		6,786	5,397	7,953	10,059	8,218
Placements effected ² No.....		2,929	2,373	5,151	5,586	4,860
Unemployment insurance claims No.....						
Unemployment in trade unions %.....		35,781	50,706	8,825	8,430	13,307
		1.9			0.7	
Earnings and Hours—						
Index, aggregate weekly payrolls ³		138.9	137.3	145.4	144.1	143.8
Per capita weekly earnings..... \$.....		32.50	32.44	32.55	32.00	32.81
Average hourly earnings..... cents.....		68.4	67.9	70.5	70.4	70.1
Average hours worked per week.....		44.4	44.0	45.5	43.6	45.8
Prices—						
Wholesale index ⁴		108.2	105.6	103.6	103.3	103.1
Cost-of-living index ⁴	122.0	120.8	120.1	119.0	118.7	118.7
Physical Volume of Business—						
General index ⁴		192.8	191.4	218.6	232.2	225.2
Industrial production ⁴		197.9	199.0	238.0	252.2	248.0
Mineral production.....		142.0	143.5	188.9	183.2	173.5
Manufacturing.....		189.9	190.7	256.1	271.1	271.1
Construction.....		423.1	425.4	160.0	211.3	166.2
Electric power.....		164.1	155.6	165.4	165.5	154.2
Distribution ⁴		182.3	175.9	178.6	190.7	177.9
Carloadings.....		143.9	150.1	153.5	148.7	149.6
Tons carried, freight.....		187.9	192.7	221.4	215.3	206.6
Imports.....		186.3	167.4	145.2	162.4	161.4
Exports.....		206.6	212.7	330.6	381.4	369.6
Retail sales, unadjusted.....		211.9	210.2	182.0	174.6	194.3
Retail sales, adjusted ⁵		211.5	229.1	175.9	179.7	201.8
Wholesale sales.....		238.1	234.0	205.9	197.3	201.4
Other Business Indicators—						
Common stocks, index ⁴	†126.1	125.1	119.2	97.2	94.2	93.2
Preferred stocks, index ⁴		157.8	154.5	132.4	130.3	130.9
Bond yields, Dominion, index ⁴	†85.3	84.3	83.8	96.0	96.0	96.3
Trade, external, excluding gold. \$.....		341,028,000	319,922,000	462,568,000	451,938,000	439,493,000
Imports, excluding gold..... \$.....		160,765,000	139,949,000	143,844,000	133,827,000	132,486,000
Exports, excluding gold..... \$.....		178,488,000	178,377,000	315,192,000	312,323,000	301,175,000
Bank debits to individual accounts..... \$.....	6,115,643,000	5,774,660,000	5,678,171,000	6,893,991,000	4,855,105,000	5,328,958,000
Bank notes in circulation ⁶ \$.....			1,002,000,000	937,200,000	952,600,000	965,900,000
Bank deposits in savings..... \$.....		3,237,508,000	3,170,180,000	2,562,900,000	2,734,670,000	2,724,692,000
Bank loans, commercial, etc.... \$.....		1,113,796,000	1,132,753,000	1,249,150,000	1,022,511,000	1,066,861,000
Railways—						
Car loadings, rev. freight cars ⁷	262,728	260,244	280,362	272,908	280,944	267,535
Canadian National Railways operating revenues..... \$.....			28,663,000	33,270,000	31,714,000	32,403,000
operating expenses..... \$.....			24,763,000	26,495,000	24,524,000	25,787,000
Canadian Pacific Railway traffic earnings..... \$.....		22,548,000	25,254,000	26,622,000	26,400,000	26,383,000
operating expenses, all lines. \$.....		21,346,000	23,555,000	23,086,000	23,386,000	23,779,000
Steam railways, revenue freight in ton-miles.....			4,980,858,000	5,739,438,000	5,367,901,000	5,175,424,000
Building permits..... \$.....		52,683,000	39,567,000	17,778,000	17,850,000	12,787,000
Contracts awarded..... \$.....	82,199,000	75,919,000	57,595,000	38,271,000	34,296,000	19,651,000
Mineral production—						
Pig iron..... tons.....		142,240	158,049	155,574	156,070	165,517
Steel ingots and castings..... tons.....		247,519	249,117	267,643	274,213	277,461
Ferro-alloys..... tons.....		13,083	8,405	19,883	18,350	16,434
Gold..... oz.....			248,403	217,556	233,737	228,687
Coal..... tons.....		1,594,000	1,594,000	1,172,000	1,316,000	1,469,000
Copper..... lb.....		31,887,000	32,344,000	41,166,000	42,954,000	45,931,000
Nickel..... lb.....		18,480,000	15,677,000	23,484,000	21,661,000	23,515,000
Lead..... lb.....		30,864,000	31,288,000	25,555,000	28,172,000	35,170,000
Zinc..... lb.....		41,595,000	42,957,000	45,428,000	43,386,000	47,697,000
Timber scaled in B.C..... F.B.M.....		291,447,000	253,630,000	273,788,000	234,705,000	211,292,000
Flour production..... bbl.....		2,217,000	2,393,000	2,108,000	2,126,000	2,161,000
Footwear production..... pairs.....		3,878,000	4,020,000	3,335,000	3,275,000	3,393,000
Output of central electric stations..... k.w.h.....		3,505,654,000	3,537,104,000	3,593,074,000	3,534,157,000	3,586,511,000
Sales of life insurance..... \$.....		104,164,000	101,992,000	62,178,000	69,682,000	65,636,000
Newsprint production..... tons.....	359,943	337,862	334,127	264,460	245,430	263,780

† Week ended May 30, 1946.

¹ Base 1926=100. ² Daily averages. ³ Base June, 1941=100. ⁴ Base 1935-1939=100. ⁵ Adjusted, where necessary, for seasonal variation. ⁶ Notes in the hands of the public at the end of the month. ⁷ Figures for four weeks ended May 25, 1946, and corresponding previous periods.

10.3 per cent while the aggregate weekly earnings of these workers are higher by 38.9 per cent. The greater increase in total salaries and wages than in employment is due mainly to the concentration of workers still indicated in the heavy manufacturing industries. The pay is above average in this group and there has been a considerable amount of overtime work. Other factors are: (1) the payment to the workers of cost-of-living bonuses, increased several times before being incorporated into the basic wage rates; (2) the upgrading of employees as they gained experience in their work and (3) the payment of increased rates in many cases.

Employment in manufacturing was favourable at the beginning of April when additions to the reported staffs were greater than the normal shown in this period since 1920. Iron and steel registered an important recovery at April 1, the increase of employed persons in this group being the largest reported in any month since March of 1943. The gain was due in part to the resumption of operations following the termination of various industrial disputes. As compared with March 1, 1946, there were declines in employment in the paper products group, electrical apparatus, and a seasonal drop in tobacco; improvements were indicated in the other manufacturing industries. The non-manufacturing industries on the whole reported increases in their working forces with curtailment of employment indicated only in logging and coal mining.

Prices.—The general index of wholesale prices (base 1926=100) increased from 105.6 in March to 108.2 in April, 1946. This compares with 103.3 in April, 1945. Of the eight component groups, two were unchanged from the previous month; advances were indicated in the others with the largest increase, 9.9 points, being registered in the iron products group.

The cost-of-living index (base 1935-1939=100) advanced from 120.8 for April 1 to 122.0 at May 1, 1946. The increase since August, 1939, was 21.0 per cent. Five of the six component budget groups contributed to the increase. The food index rose from 135.1 to 137.7, reflecting higher prices for butter, fresh pork, lard, fruits and vegetables. Clothing moved from 123.2 to 123.7 and home-furnishings and services to 122.1 from 120.7. Rents advanced from 112.3 to 112.6, while rate increases for newspapers and periodicals caused the miscellaneous items group to advance from 111.0 to 111.5.

Index of the Physical Volume of Business.—An increase of 1.4 points was recorded by the index of the physical volume of business

to 192.8 in April, 1946. While the index number of distribution reached a higher level than in the previous month, due to increased imports, the remaining components of the general index experienced slight recessions.

For the first quarter of 1946, the average of the physical volume of business was 189.7 against 223.6 in the first three months of 1945. The index of employment in manufacturing receded more than 15 per cent to 181.7 in the same comparison. In the mining industry, the index of employment was about 1 per cent greater than in the first quarter of 1945. Gold receipts at the Mint rose 8.7 per cent, reflecting a considerable recovery in gold mining operations. An increase of 8 per cent was registered in coal production. Despite the elimination of war demand, the production of steel ingots and castings was only 8.7 per cent less than in the first three months in the previous year. The index of employment in industries producing durable goods, including munitions and producers' equipment, showed a decline of 25 per cent.

The value of imports showed an increase of 18.8 per cent but exports declined 7 per cent. The movement of freight was not greatly changed in the first quarter of the present year. An important advance was recorded in the volume of newsprint production; the index was 26 per cent greater than in the same period of 1945. In the same comparison, hog slaughterings declined 33.8 per cent, cattle slaughterings 5.1 per cent, creamery butter production 18.0 per cent, and factory cheese production 33.4 per cent.

In reply to an inquiry in the House of Commons as to the procedure followed in Dominion Employment offices with respect to the employment of persons to replace strikers, Hon. Humphrey Mitchell, Minister of Labour, said on June 4:—

“Officially I know of no instance in which our employment offices are being used for the recruiting of men to take the place of members of the Canadian Seamen's Union who are on strike through a dispute with the lake boat operators. If an operator filed a request with one of our employment offices for men to work on lake boats, the office would canvass those looking for jobs, and if they were interested in taking the job they would be cautioned that there is a strike and that they were taking these jobs to replace men on strike. Printed instructions have been given to managers of all our offices to explain this point to the men referred to jobs under these circumstances.”

**Canadian
delegation to
ILO conference
at Seattle**

The Canadian delegation to the International Labour Conference in Seattle (L.G., March, 1946, p. 267) to set up minimum international standards governing the working conditions of seamen was as follows:—

For the Government:

Arthur MacNamara, LL.D., Deputy Minister of Labour, senior Government delegate, and Captain G. L. C. Johnston, Director of Merchant Seamen, Department of Transport, second Government delegate. Technical advisers to the Government delegates were V. C. Phelan, Director of Information, Department of Labour, Captain J. W. Kerr and J. Fortier from the Department of Transport and Dr. C. P. Brown from the Department of National Health and Welfare.

For the Employers:

The shipowners delegate was A. L. W. MacCallum of Montreal, Manager of the Shipping Federation of Canada, Inc. Technical advisers were Captain J. S. Thomson of Montreal and H. L. Hurford of British Columbia.

For the Employees:

The Canadian Seamen's delegate was J. A. Sullivan, President of the Canadian Seamen's Union. Technical advisers were J. M. Smith, Business Agent, Canadian Seamen's Union; Captain J. S. Dennis, President, Canadian Merchant Service Guild; and Alec Moffat, National Association of Marine Engineers of Canada.

In announcing the delegation for the Maritime Conference, which opened on June 6, the Minister of Labour said: "While Canada has taken an active part in the International Labour Organization since it was established immediately following the first Great War, we have a special interest in this Maritime Conference. As heavy exporters we are much concerned with world navigation as underlying world trade. Moreover, during the recent war Canada developed her Merchant Navy to a point where to-day we are somewhat of a factor in world shipping—a situation we did not occupy when the war began."

**Immigration
regulations
amended**

A change in the regulations governing Canadian immigration was announced late in May by Honourable James Glen, Minister of Mines and Resources. "It has been considered advisable", he said, "to permit a some-

what increased movement of immigrants to Canada beyond what would be possible under existing regulations."

By the amended regulations permission to enter Canada now is extended to the father, mother, unmarried son or daughter 18 years or over, the unmarried brother or sister, and the orphan nephew or niece under 16 years of age of any person legally admitted to and resident in Canada who is in a position to receive and care for such relative.

The necessity of possessing valid passports has been waived, by the new regulations, in respect to immigrants who have been displaced from their countries of origin as a result of the war. A regulation is provided authorizing the acceptance of travel documents that establish the identity of immigrants falling within the aforementioned category.

The Minister noted that in addition to British subjects and United States citizens the present regulations provide admission for the following:—

- (a) The wife or unmarried child under 18 of any person legally admitted to Canada who has sufficient means to maintain himself until employment is secured;
- (b) An agriculturalist having sufficient means to farm in Canada;
- (c) The fiancée of a man legally admitted to and resident in Canada who is in a position to receive, marry and care for his intended wife;
- (d) A person who having entered Canada as a non-immigrant, enlisted in the Canadian armed forces and, having served in such forces, has been honourably discharged.

**Repatriation
of Japanese
from Canada**

On May 31 the first group of Japanese repatriates, 668 in number, left Vancouver on the ss. *Marine Angel* for Japan. The second ship, ss. *General Meigs*, with approximately 1,200 Japanese repatriates, departed about the middle of June.

These people are all voluntary repatriates going of their own free will, but are being provided with free transportation and other assistance by the Dominion Government.

If sufficient Japanese volunteer to warrant it, a third ship will make the voyage to Japan later in the summer.

It is reported that the Privy Council hearing on the Japanese Deportation Orders will be held in London in July.

Justice M.B. Archibald resigns from National War Labour Board

Mr. Justice Maynard B. Archibald resigned his position as Chairman of the National War Labour Board early in June. He has returned to his former position on the Nova Scotia Supreme Court. The duties of the Chairman were taken over temporarily by the Vice-Chairman, Judge J. C. A. Cameron.

Prior to his departure from Ottawa, Mr. Justice Archibald was honoured at a dinner given by the Minister of Labour, Hon. Humphrey Mitchell, in the Parliamentary restaurant. Right Honourable J. L. Ilsley, Acting Prime Minister, and several leading Departmental officials attended. High tribute was paid Mr. Justice Archibald for his fine service while he was Chairman of the Board.

Clifford A. L. Murchison, K.C., Alternate Chairman, National War Labour Board

For the purpose of expediting the disposition of applications coming before the National War Labour Board, it has been considered necessary to appoint an Alternate Chairman of the Board. Under Order in Council P.C. 2416, dated June 14, 1946, Mr. Clifford A. L. Murchison, K.C. has been given the appointment.

Mr. Murchison is a veteran of the First World War. In 1921, he began the practice of law in Winnipeg where he continued until 1941. In that year he joined the legal staff of the Wartime Prices and Trade Board in Ottawa as legal adviser, later becoming supervisor of offices. In April 1944, he was assigned to the staff of the National War Labour Board and organized the Review Section of that Board. Upon the retirement of Mr. R. Haig as chief of the Enforcement Section, Mr. Murchison also took over the duties of that office. In June, 1945, he was appointed Secretary of the Board, a position he held until his recent promotion to his present position.

Day nurseries in Ontario and Quebec

The pronounced increase in the employment of women in industry during the war disclosed an urgent need for the establishment in the larger industrial centres of day nurseries for children of pre-school age, as well as day-care for those of school age, especially outside school hours.

To meet this emergency, plans were developed in the Department of Labour during the summer of 1942 to provide financial assistance to the provinces for this essential service. Agreements were entered into with the provinces of Quebec, Ontario and Alberta.

However, Quebec and Ontario were the only provinces that took advantage of the arrangement. The first wartime day nursery was established in September, 1942. Others followed from time to time during the next three years. They early proved their value in checking absenteeism and in increased production in plants employing a large proportion of female workers. By the end of the war a total of 28 day nurseries had been set up in Ontario and six in Quebec. In addition, 41 day-care centres for older children were organized in Ontario. Naturally they were all in larger industrial centres as Toronto, Hamilton, Oshawa, Brantford, Galt, and St. Catharines in Ontario and in Montreal, Quebec.

The cost was met by a small fee charged the parents and the balance by a 50-50 arrangement between the Dominion and the provinces concerned. As the project was designed for a wartime emergency only, the Federal government discontinued its support in Quebec on October 15, 1945 and in Ontario on March 31, 1946. In the latter case, the time was extended to June 30, 1946, at the request of the provincial government. In at least a few of the larger centres in Ontario day nurseries, having proved their value in an emergency, will, it is expected, be continued under joint provincial-municipal auspices on a permanent basis.

Under authority granted by Section 4 of the Unemployed member of the Unemployment Insurance Act, 1940, the Government of Canada, by Order in Council P.C. 1877, dated May 17, 1946, appointed

George W. Ritchie of Toronto a member of the Unemployment Insurance Commission, for a five-year term from May 15, 1946.

Mr. Ritchie was given the appointment after the Government had consulted with organizations representative of employers. He takes the place of Mr. Allan Mitchell of Montreal, whose term expired last year and who was unable to accept re-appointment because of failing health.

Mr. Ritchie received his early education in Hamilton. In 1910, he graduated in Arts at Queen's University. Subsequently, he graduated from the Toronto College of Education and was granted a professional teacher's certificate by the University of Toronto.

Instead of becoming a teacher, however, he entered business and for over 30 years was connected with the Ritchie Cut Stone Company of Toronto and Hamilton, as Vice-President and later President. For some years he was an alderman of the city of Hamilton and has had considerable experience as a public relations officer.

In 1942, the Ritchie Cut Stone Company's plant in New Toronto was taken over for war purposes. For some months in the early part of 1943, Mr. Ritchie taught English at Upper Canada College in Toronto and in the summer of the same year accepted a position as Regional Director of National Selective Service for the Ontario Region. In this position he acted as co-ordinator between the employment staff, the Mobilization Board and other activities of the Dominion Department of Labour.

Since the termination of hostilities, he has continued to act as the Regional Director for Ontario of the Federal Department of Labour as is, consequently, familiar with both the functional and administrative work of the National Employment Service and the Unemployment Insurance Commission.

The other members of the Commission are Louis J. Trottier (Chairman) and Robert J. Tallon (representative of Labour).

Maritime labour course

The annual course in labour relations sponsored by the Maritime Labour Institute was convened at Dalhousie University, Halifax, on

May 15, 1946.

The course, designed for Maritime trade union officers, extended over a three-day period. The representatives were addressed on various phases of labour activity by the following speakers: H. D. Woods, Associate Professor of Industrial Relations, McGill University; Norman S. Dowd, Executive Secretary, Canadian Congress of Labour; Hon. David Wilson, High Commissioner for New Zealand; Russel Harvey, Representative of the AFL; Dr. F. S. Parney, Chief of Division of Industrial Hygiene, Department of National Health and Welfare; and Ted F. Silvey, CIO Reconversion Officer, in United States.

Prisoners of war to assist in cultivation of sugar beets

In reply to inquiries in the House of Commons on May 24 as to the use of prisoners of war to assist in the cultivation of sugar beets, Hon. Humphrey

Mitchell, Minister of Labour stated that "705 prisoners of war have been assigned to Manitoba for this work and we are trying to get an additional 200. . . . Last year the average number of prisoners of war engaged in the sugar beet industry in Manitoba—that is throughout the year—was 860. . . . The availability of prisoners of war in Canada for work in the sugar beet industry, for the lumber camps and other projects, depends on the wishes of the British Government with respect to the transfer of these prisoners back to Great Britain."

In a supplementary statement to the House on June 10, the Minister said that "an additional 400 prisoners of war have been made available for the cultivation of sugar beets. Two hundred will be allotted to Ontario and 200 to Manitoba. This means that we shall have a total of 1,222 prisoners of war working on sugar beets in Ontario, 1,116 in Manitoba, 1,449 in Alberta, with others making up a total of 4,000 doing work at various points in the country."

"It should be explained," he continued, "that the distribution of these prisoners of war is decided upon by the representatives of the provincial and federal agricultural departments and not by the Department of Labour."

Amendment to Emergency Shelter Regulations

On May 7, 1946, the Central Mortgage and Housing Corporation was granted authority to lease and administer any real or personal property of the Crown made available to the Corporation for emergency shelter purposes.

This amendment to the Emergency Shelter Regulations, established under Order in Council P.C. 9439, was promulgated upon the recommendation of Hon. C. D. Howe, Minister of Reconstruction and Supply, who recently assumed complete jurisdiction over their administration. It is designed to facilitate a more effective administration of the Regulations.

Alternate members for Regional War Labour Board

Authority to appoint alternate members to Regional War Labour Boards has been established under an amendment to the 1943 Wartime Wages Control

Order (Order in Council P.C. 9384 of December 9, 1943). The purpose of the amendment, which was recommended by the Minister of Labour, is to permit the appointment of a representative of employers or employees to act as an alternate to the representative member in the event of the latter's absence.

T. F. Flahiff appointed co-ordinator of housing

T. F. Flahiff, formerly executive assistant to Honourable C. D. Howe, Minister of Reconstruction, has been appointed co-ordinator of housing the Minister recently announced. The move was in line with the centralization of Dominion government housing activities (L.G., Dec., 1945, p.1769), under the Central Mortgage and Housing Corporation, as indicated in the Speech from the Throne at the opening of the present session of Parliament.

Mr. Howe said the unification of housing groups was decided upon because it was felt that provinces, municipalities and people interested in non-farm housing should have a single operating group with which to deal.

The change, it was noted, does not amalgamate the personnel of the corporation and Wartime Housing Ltd., and "in no way alters the operations of the Veterans' Land Act, but does bring within the purview of a single operating group the activities of the small holdings provision within those areas in which Wartime Housing Ltd., and the National Housing Act are operating."

The Minister stated that Mr. Flahiff would work closely with the Committee of the Canadian Construction Association.

Paul Goulet has announced the appointment of Paul Goulet, Special Assistant to the Deputy Minister of Labour, as Chief of the Section of the Department of Labour dealing with matters relating to the International Labour Organization.

In making the announcement, Mr. Mitchell stated that Mr. Goulet as a member of the Administration Board and as a senior officer of the Department, having held important offices since his joining the Department in March, 1942, was highly qualified for the post.

Mr. Goulet who recently returned from the Mexican Conference of the I.L.O., attended the Sessions of the various Committees of the I.L.O. which opened in Montreal, on May 13, and later acted with Mr. MacNamara and Mr. P. Renaud of External Affairs on the Governing Body of the I.L.O. which met in Montreal on May 23, 1946.

Changes in membership of RWLB of Quebec

Under Orders in Council P.C. 1439 and P.C. 2003 dated April 16, 1946 and May 17, 1946 respectively, the appointment of Paul E. Marquette as a member of the Regional War Labour Board of Quebec was revoked. In his stead, J. M. Bedard, Regional Director of Organization, Canadian Congress of Labour, Montreal, was appointed. Mr. Bedard assumed his duties with the Board on April 30.

It was also considered necessary to appoint an alternate member of the Regional War Labour Board of Quebec to act in the absence of any member appointed as representative of employers. To meet this need, Order in Council P.C. 1998, dated May 17, 1946, confirmed the appointment of Hector McDonald Sparks, Director of Personnel of the Northern Electric Company, Limited, of Montreal, as alternate member of the Board.

J. Boulanger appointed chairman, courts of referees, Quebec region, UIC

The appointment of Mr. Joseph Boulanger, well known Quebec city business man to the Chairmanship of the Courts of Referees for the Quebec region was announced by Hon. Humphrey Mitchell, Minister of Labour, on June 5.

Courts of Referees are provided for under the Unemployment Insurance Act, 1940, in each of the several regions into which the country is divided for the administration of the Act. Each Court consists of one or more members chosen to represent employers, with an equal number of members chosen to represent insured persons and a Chairman appointed by the Governor in Council. The function of the Courts is to settle appeals from the decisions of insurance officers of the Unemployment Insurance Commission.

E. C. Desormeaux appointed Canadian representative of Public Employment Services Ass'n

Ernest C. Desormeaux, M.A., LL.D., Secretary of the Unemployment Insurance Commission, was elected as Canadian Representative of the International Association of Public Employment Services at the annual Conference which was held in Minneapolis, Minnesota, at the end of May. The Association is a professional society of several thousand officers of public employment services in Canada, the United States and Hawaii.

Dr. Desormeaux last year won the award of the Professional Institute of the Civil Service of Canada for his thesis on unemployment insurance. He is a member of the Ottawa Collegiate Institute Board, a Past President of the Ontario Trustees' and Ratepayers' Association and a Professor at the School of Political Science at Ottawa University. He has been secretary of the Unemployment Insurance Commission since it was established in 1940.

Group Capt. Wood joins United Nations Organization

Hon. Humphrey Mitchell, Minister of Labour, recently announced the resignation of Group Captain Byron F. Wood as Special Assistant to the Deputy Minister of Labour, a post which he has held during the past eighteen months.

The Minister stated that Mr. Wood has resigned in order to accept a post as Director with the United Nations Organization, and will take up his new duties with the U.N. at its temporary headquarters in New York on the first of June.

On the occasion of Group Captain Wood leaving the Labour Department, Arthur MacNamara, Deputy Minister of Labour, stated that the Department regrets very sincerely "losing the services of this able officer". Coming to the Department following a distinguished service with the R.C.A.F. during the war, Mr. MacNamara said, he has carried through many important assignments under the Labour Department, and in every case he acquitted himself with distinction and to the advantage of the Department. "I understand Group Captain Wood is the first Canadian to be named to a senior post with the new United Nations Organization. I feel that his selection is an excellent start, as far as Canada is concerned", the Labour Deputy concluded.

Forty-hour week in New Zealand A measure enabling the 40-hour week to be established universally has been passed in New Zealand. It empowers the arbitration court to fix hours of work for shops and offices and direct the day of closing so as to reduce the working week to five days.

A simultaneous amendment to the Factory Act has provided for adjunctive application of the 40-hour week in all factories in the Dominion and time and a half as the statutory rate for all Saturday work.

The method of adoption places the responsibility of deciding the manner in which the five-day week should be introduced on the court of arbitration and gives interested parties the opportunity of supplying evidence and testimony.

The day of closing will not necessarily be the same for all establishments throughout the country but will be staggered in a manner which provides, in the opinion of the court, the maximum benefit and convenience to the communities. Government spokesmen have stated that the five working days could not coincide for all workers as it would not be advisable to close all shops on the one day.

Threatened coal strike in Australia Reference to a threatened major strike of coal miners in Australia was made recently in press reports. The dispute, it is stated, arose from the Australian miners' "demands for state control of the industry in New South Wales."

New South Wales produces most of the coal used in the country, which is entirely dependent upon indigenous supplies.

Nationalization of the industry is at present beyond the constitutional authority of the Federal Government, but the Union has suggested that it seek to have the constitution amended in this regard when the national

referendum on the extension of Commonwealth powers is held in September.

"The last general strike of Australia's 27,000 coal miners was in December, when the miners were joined by the steelworkers and seamen. An estimated 550,000 tons of coal and \$40,000,000 worth of production were lost."

Five-day week proposed in British Mines The New York Times of May 28 reported that a five-day week for British coal miners is being discussed by Emmanuel Shinwell, Minister of Fuel and Power and union officials. It stated that the Minister was believed "to be prepared to order what would be a revolutionary step in the industry's history, if the unions guaranteed that it would not result in decreased production."

The plan, it claims, would be introduced as an inducement to young men to enter the mines and also as a means of combatting absenteeism.

The government nationalized the coal mines in January 1946.

Soft-coal dispute in United States The strike of some 400,000 soft coal miners of the United Mine Workers Union (A.F.L.) was terminated on

May 29 when an agreement was signed by the Union and the United States Government, pursuant to the authority of President Truman's seizure order, permitting Secretary of the Interior J. A. Krug to negotiate with union representatives on "appropriate changes in the terms and conditions of employment for the period of the operation of the mines by the Government". The Government seized control of the mines on May 11.

The salient point of disagreement between the mine operators and Mr. John L. Lewis, the United Mine Workers President, in negotiating a new contract, was over the latter's demand for the provision of a health and welfare fund financed by the operators on the basis of a royalty of 10 cents on every ton of coal mined, to be administered solely by the union. The royalty was subsequently changed by Mr. Lewis to a flat seven per cent payroll levy. These demands were rejected by the operators whose spokesmen characterized the fund as a "new social theory and philosophy which is properly the field of social legislation."

The work stoppage, which began on April 1, was followed by Government decrees restricting normal coal consumption in order to conserve the nation's rapidly diminishing reserves. Following an appeal by the President, Mr. Lewis declared a two-week truce on May 10, and the resumed production resulted in a general easing of the situation.

The agreement reached by the Union and the Government provided for the establishment of a health and welfare fund financed by a royalty payment of five cents a ton by the operators. It is to be administered by three trustees, one named by the union, one by the mines administrator, J. A. Krug and one chosen by them jointly. It is estimated the fund will approximate 25 million dollars annually. A wage increase of 18½ cents an hour conforming to the Government's established general wage pattern was also granted.

Other terms covering items in dispute were:

Sole union control of the medical and hospital fund now paid by the miners through check-off to the operators who provide these services.

Mandatory compliance of the operators with a federal mining safety code.

Permission of mine-safety committee consisting of miners to remove men to safe areas "unless and until" the federal coal administrator modifies or cancels the miners' authority.

Agreement that the coal mines administrator will be guided in considering the union demand for inclusion of foremen, by the decisions and procedure of the National Labour Relations Board.

The N.L.R.B. has ruled in certain recent cases that foremen may join unions of rank-and-file production workers (L.G., April, 1946, p. 439).

U.S. railroad strike

The railroad strike in the United States which for 48 hours stopped practically all railway transportation except milk, troop and hospital trains was settled on the basis of a plan proposed by President Truman granting an 18½ cent hourly wage rise on the condition that demands for changes in working conditions would be waived for one year. The roads were under Government administration during the strike.

This proposal had been previously rejected by Alvanely Johnston and Alexander F. Whitney, heads of the striking Brotherhoods of Locomotive Engineers and Railroad Trainmen respectively. The leaders of 18 other unions engaged in similar negotiations with the 337 carriers accepted the plan when first proposed.

On Friday, May 24, the President broadcast an appeal to the union's members to return to work. The following day he asked Congress for emergency and permanent legislation to curb strikes in which he sought for authority to draft strikers into the armed services in industries where the Government had assumed control. The rail strike he declared was no longer between management

and labour but against the Government of the United States.

The House of Representatives approved the President's proposal but it was rejected in the Senate.

U.S. Supreme Court terminates "superseniority" for veterans

The United States Supreme Court has rendered a decision terminating the super-seniority principle with respect to veterans returning to pre-war jobs.

This ruling, which supports the view of organized labour, upholds the decision of the Circuit Court of Appeals (L.G., April, 1946, p. 433) in reversing an early lower court recognition of superseniority, and overrides what has been the official view of Selective Service headquarters.

The opinion holds that while Congress meant to protect a veteran "against loss or demotion on his return", he is entitled to step back on the "security escalator" only to precisely the point he would have been if he had not entered military service, that no "step-up or gain in priority can be fairly implied" and that the language of the law would be distorted if interpreted "as granting the veteran an increase in seniority over what he would have had if he had never entered the government service."

Job reclassification in the United States steel industry

A joint committee, composed of representatives of the United Steel Workers of America (CIO) and the United States Steel Corporation which was constituted to reclassify some 62,000 jobs in the basic steel industry, is nearing completion of its task an article in the *New York Times* points out.

"The ultimate object is a simplified standardized guide of about 2,000 job classifications and pay increases for many of the half million steel workers to erase wage inequities, long a bone of contention among the workmen and a breeder of wild-cat strikes," the article states.

The committee found that 62,000 job classifications existed in the industry, with United Steel listing 25,000. Many similar activities went under different appellations in the same mills. Some 140 representative job classifications were set up for comparisons in each of the United States Steel's 36 plants.

The task, undertaken in August, 1945, in the Carnegie-Illinois' Gary, Ind. mill, a United States Steel subsidiary regarded as the most highly integrated in the industry, was completed in April, 1946. The result provided a standard measuring unit for approximately 85 per cent of the jobs in the industry.

"One of the most important results, from a labour standpoint, is the elimination of the quota system whereby promotions in the maintenance departments often depended on deaths and retirements." Three basic classifications have been instituted, starting, intermediate and craftsman, with a worker being advanced through the first two grades in a year.

Reclassification within the entire industry is expected by mid-July.

California Labour School The Veterans' Administration in the United States has granted approval to the California Labour School in San Francisco for veterans' study under the country's rehabilitation program.

The school is designed to prepare students for union leadership and, conversely, to provide trade unions with fully trained personnel capable of assuming positions of responsibility in the labour movement. It is sponsored by over 75 trade unions and councils of the AFL, CIO and railroad brotherhoods.

The curriculum offers, adjunct to its courses in labour organization and union activity generally, technical courses in the fields of industrial arts, journalism, public relations and creative writing. A portion of the training consists of active participation in trade union functions through field visits to trade union meetings, working with shop stewards in industrial establishments, and learning the manner of publication of labour papers.

The institution's educational director is Dr. Holland Roberts, formerly associate professor of education at Stanford University. Besides the permanent staff, the school frequently utilizes labour leaders from the surrounding area as lecturers and discussion leaders.

The school services numerous trade unions and organizations in the California area over and above the regular day and night classes. Although a substantial portion of the students are trade unionists, and some are in positions of leadership, there are no entrance requirements.

It is the only labour school in the United States accredited under the educational section of the Serviceman's Readjustment Act.

Women's hourly wage increased in State of Washington The basic minimum wage for women will be raised to 65 cents in the State of Washington on June 5. This new order will supplant all previous orders and cover most women employed in the state over eighteen years of age engaged in all types

of work except domestic service, agriculture and employment in telephone and telegraph companies in communities of less than 3,000 population. Domestic service is defined as housework in a household where no room and board is offered for sale.

The order also limits the work day to eight hours and the week to forty hours; over these amounts an additional eight hours of overtime is permitted at time and a half. It also calls for a lunch period of 30 minutes within the first five hours of each day.

Union members expelled for racial prejudice in United States The National Maritime Union (CIO) in the United States expelled 16 members from the union for 99 years for refusing to sail with a negro as a crew member.

Another crew member received a 10-year suspension and two others were found guilty on the same charge. This is alleged to be one of the most severe penalties ever inflicted upon Great Lakes sailors by labour organizations.

Critical world wheat situation The world's critical wheat situation will not end with the harvesting of this year's crop, a bulletin of the Dominion Bureau of Statistics declares. Exportable surpluses of wheat have dwindled steadily during May as all export areas attempt to meet the wheat requirements of deficit areas.

The bulletin states that "while relatively favourable crop reports have been received from many of the famine-stricken countries, it is obvious that production will attain pre-war levels in few, if any, of these areas."

"War has taken too great a toll of manpower, and has brought about such serious shortage of farm machinery, fertilizer and draught power that complete agricultural recovery is bound to be a slow and laborious procedure. Realization of this fact is reflected in long-range agricultural programs and policies now being developed by most of the governments concerned. The general trend of policy is in the direction of encouraging production of more cereals and less live stock, based on the premise that more people can be fed directly with grain than can be fed if the grain is first converted into live stock."

The bulletin quoted the conclusions reached by Mr. Hoover in his Famine Report to President Truman: "The dominant need of the world in this crisis is cereals, particularly wheat and rice. There is great need of fats and special food for children, but as cereals can furnish 85 per cent of an emergency diet, we considered cereal requirements were the first concern, and the best indicator. If a

foundation of bread can be assured, and as much fats and children's food as possible, mass starvation can be prevented." Mr. Hoover's report contains detailed data on month-by-month (May 1 to September 30) requirements for the various deficit and famine areas, the requirements being summarized as follows: Europe, 8,390,000 tons; Latin America, 1,000,000; South Africa and New Zealand, 198,000; Middle East, 100,000; Indian Ocean Area, 2,886,000; Pacific Ocean Area, 1,910,000; Total, 14,484,000 tons.

Mr. Hoover estimated probable supplies as of May 1 to September 30 as follows: United States, 4,220,000 tons; Canada, 2,300,000; Australia, 992,000; United Kingdom, 200,000; Argentina, 2,375,000; Brazil, 200,000; other Western Hemisphere States, 40,000; Burma, 75,000; Siam, 195,000; Russia to France, 300,000; total, 10,897,000 tons. On the basis of these data on requirements and supplies the deficit amounts to around 3,600,000 tons (approximately 134 million bushels) as against

a gap of 11 million tons (approximately 410 million bushels) indicated in some earlier appraisals. Mr. Hoover also located another 1,500,000 tons of potential supplies not taken into account above, but which may conceivably be borrowed or released from stocks in certain countries.

Total exports of wheat and wheat flour from Canada for the nine months ending April 30 amounted to 281,583,000 bushels. Exports for the month of April totalled 23,684,000 bushels. If overseas shipments can be maintained at this rate during May, June and July there will be no difficulty in reaching the goal of 340,000,000 bushels for export during the crop year, the Bureau stated.

In the United States an increase of 15 cents per bushel on the ceiling price of wheat was made effective May 13 through June 30, 1947. This increase, together with the bonus plan announced last month had been largely instrumental in securing delivery of over 43,000,000 bushels from farmers up to May 17.

Meeting of Minister of Labour and Wage Stabilization Committee of C.C.L.

A DELEGATION representing the National Wage Co-ordinating Committee of the Canadian Congress of Labour met with the Honourable Humphrey Mitchell, Minister of Labour, in Ottawa on May 21, to discuss the Congress' wage-program and various proposed amendments to the wage-

control regulations now in effect. The amendments to the regulations and conciliation procedures advocated by the Committee and the Minister's statements regarding the present wage-price structure were read from prepared statements during the meeting. The texts of these statements are presented below.

Statement of the Committee

Dear Mr. Minister:

This delegation appears before you to-day for two reasons:—

1. To offer the co-operation of the Canadian Congress of Labour and its affiliated unions in settling strikes now under way in the West Coast lumber industry and in New Toronto, Ontario, and in averting disputes which are threatening in several important industries of the Dominion.

2. To urge that the Government co-operate with the Congress to the same end by the immediate adoption of amendments of the wage-control regulations and conciliation procedures now in effect.

You are aware of the strike of lumber workers in British Columbia, which directly affects some 37,000 employees, and which, if permitted to continue, may indirectly affect many other thousands of workers. You are also aware of the strike of employees of the Anaconda Copper and Brass Company in New Toronto. We feel we should advise you that there is a danger of additional strikes of even larger proportions in the steel, automobile, electrical hard-rock mining, chemical, and packinghouse industries, which, should they occur, will seriously set back production of all kinds in all parts of the country. Of most immediate urgency is the danger of an industry-wide stoppage in the Canadian rubber industry, scheduled to begin on Monday, May 27, unless suitable progress has been made in the negotiation of agreements within the industry by that date.

We are aware that all disputes are fundamentally caused by the failure of employers' and employees' unions affected to reach common agreement. No legislation can prevent disputes if either or both parties adopt an unreasonable attitude. The workers for whom we speak are anxious to reach reasonable settlements, and to avoid industrial strife. They cannot imagine that the employers, par-

ticularly at a time when full production is desired by Canadian and international consumers, are not equally desirous of reaching settlements. We are therefore forced to assume that, if settlements are not reached, a certain share of the responsibility must be laid upon inadequate regulations and procedures.

The unions of the Canadian Congress of Labour are asking an increase in rates of pay designed to offset increased living costs, and a work-week of forty hours. We believe that this is necessary if the producers of goods in Canada are to have enough purchasing power to buy back the goods they make, and in order that unemployment be reduced as much as possible.

We have learned that some employers are prepared to concede wage-increases, but their counter-offers are so far removed from employee proposals that there is no basis for bargaining. In many cases there has been a blank refusal to amend wages or hours. We believe that one reason for this attitude is that in most cases negotiations have had to be conducted on an individual plant basis rather than on an industry-wide basis. These isolated discussions invite and permit each employer to hold back settlements until his competitors establish a wage-hour pattern. The same attitude, repeated throughout an industry, makes agreement in any one instance impossible.

Another reason for lack of agreement is an apparent conviction on the part of employers that the Government will not approve wage-increases beyond the inadequate concessions they offer. Employers also seem convinced that, should they agree to an adequate wage, they will not be able to secure price-relief, where this is necessary to cover wage-increases.

The third reason for lack of agreement is the division in procedure for dealing with questions affecting wages and questions affecting labour relations. In normal collective

bargaining there is give-and-take between both parties regarding each of these matters. However, under present Federal regulations, disputes over labour relations are handled by a Board of Conciliation, while wages come under the authority of the War Labour Boards. A Board of Conciliation cannot discuss wages, nor can the War Labour Boards discuss labour relations. A settlement on the basis of mixed concessions is therefore impossible.

When strikes take place, another flaw in the Government procedure becomes apparent. Despite the fact that prices, wages, and labour relations are under federal control, the Government takes the position that strike settlements come under provincial jurisdiction. The provincial government therefore steps into a situation caused by factors beyond its control, and without power to make the adjustments of those factors necessary to bring about a resumption of work.

The Canadian Congress of Labour is anxious to help the Federal Government to avoid large-scale disputes. We want to assure you that our affiliated unions will:

1. Do everything possible to reach agreement with employers, either on a plant-wide or industry-wide scale.
2. Keep the Department of Labour constantly informed of any dangerous developments in the progress of negotiations.
3. Will take no strike action without giving reasonable notice to the Federal Department of Labour, in order that the Department may have every opportunity to attempt conciliation.

The Congress itself is prepared to assist the Department in re-establishing negotiations in those cases where strikes have already taken place, in the hope that they can be ended as soon as possible.

Further to this end, the Congress suggests that the Government make the following immediate changes in procedure:

1. Wherever a single union or a group of unions now bargain for the major firms in any clearly-defined industry, the Government shall, upon request of either the employers or unions concerned, order that negotiations over wages, hours and working conditions be conducted on an industry-wide rather than on a plant-wide basis, if necessary, with the assistance of a Government conciliator.

We are aware that industry-wide discussions were carried on in the West Coast dispute, and that they did not prevent the outbreak of strike action. Nevertheless, we would point out that mutual agreement between employers and employees over wages did come closer in these discussions than has been the case in many other industries. The very fact that

the discussions were conducted on an industry-wide basis will also make overall settlement of the current strike that much easier.

In the case of the Amalgamated Clothing Workers of America, settlement has been reached between the employers and the union without any talk of strike action, and credit for this happy result is given to the fact that competitive employers in each community bargained as a group with their workers.

Furthermore, any settlement reached under such circumstances would tend to eliminate unnecessary differentials. This would remove the fear of unfair competition which now stands as a barrier to individual settlement, particularly in highly-competitive industries.

2. By amendment of the Wages-Control Order, automatic approval shall be given to any wage-hour pattern negotiated directly between unions and employers, which results in a minimum take-home pay for forty hours, not more than 20 per cent higher than the minimum take-home pay possible prior to such agreement for a work-week of forty-eight hours or more. Automatic approval shall also be given in cases where employers and unions negotiate a wage-hour pattern not higher than the top wage-hour pattern obtaining in each industry.

We cannot believe that any such wage-increases can be inflationary. Inflation is possible only when total purchasing power in circulation is greatly in excess of goods. Current union proposals merely call for maintained purchasing power, plus a moderate compensation for increased living costs due to price-increases already permitted by the Wartime Prices and Trade Board.

If total earnings are possible within a forty-hour week rather than within a longer work-week, no additional purchasing power is put into circulation. The Congress proposal would tend to spread employment over a larger number of available workers. If these employables are not working, they are not producing. Yet they will still have to receive buying power, whether through unemployment insurance, the cashing of war-bonds, the spending of gratuities, or public relief.

As a matter of fact, total national purchasing power has already been seriously reduced by the fact that, where several persons in a family might have been receiving income during the war years, now only one breadwinner is gainfully employed. The additional productive capacity created during the war-years makes total potential production per employee far higher than total actual production per employee in pre-war years. This is a further argument for the adoption of the forty-hour week. These factors will also

offset any purchasing power put into circulation by means of equalization of rates within an industry.

Most current wage-hour demands will permit forty-hour minimum earnings ranging from \$30 up to \$35. In view of rising living costs, it cannot be reasonably argued that any family receiving such a minimum weekly income would be tempted to spend it for anything but the bare necessities of life. It is certainly not a total income which would encourage unnecessary spending.

3. Where no agreement is reached on either wages or labour relations, the government shall provide for conciliation under the auspices of an individual or a board authorized to discuss wages, labour relations and prices.

We cannot emphasize too strongly the necessity for unhampered discussions between employers and unions. It is not possible to separate wage and hour issues from labour relations issues, since very often, as has been pointed out, the settlement of one issue can be reached by means of a concession on the other issue.

Two obvious cases come to mind. In the dispute between the Steel Company of Canada in Hamilton and the United Steelworkers of America, the Board of Conciliation is hampered because of disagreement between the Company and the union over wages, a problem which the Board of Conciliation is not authorized to discuss. On the west coast, a commissioner appointed to avert a strike found himself restricted to labour relations, when the chief point under dispute was wages. His efforts were therefore unsuccessful.

The Government never wearies of reminding the public of the close connection between wages and prices. But in controlling wages and prices, the Government does not practise this close relationship. Wage-control and price-control are under separate administrations. Labour has no say over price-control, but employers have an equal voice with labour and government when it comes to wage-control.

Labour repeats that price-control must not be relaxed more than is absolutely necessary.

The only justification for a price-increase is proof by the employer that such an increase is absolutely necessary in order to pay employees a living wage. We doubt if that condition exists in any major industry in the country.

In order to facilitate settlements, and in order that prices may be controlled as strictly as possible, we suggest that the Wartime Prices and Trade Board authorize the special conciliator, designated under the procedure outlined above, to discuss prices as well as other factors during negotiations. As things now stand, labour, not having the facts at its disposal, cannot fairly argue against an employer's claim that price-increases are necessary, and discussion proceeds on the basis of one party having all the facts and the other party being deprived of those facts. Satisfactory settlement is impossible under those conditions.

4. In cases where strikes have already begun, we urge that the Federal Government accept full responsibility for re-establishing negotiations. As stated above, the Congress is prepared to render every assistance in this regard.

We appreciate that, under the British North America Act, the settlement of labour disputes may come under provincial jurisdiction. But at present we are functioning under the Transitional Powers Act. Prices, wages and labour relations are all supervised by agencies of the Federal Government. These factors are the very factors involved in any union-management dispute. It is not logical that the Federal Government should control all factors involved in a union-management dispute, and take the position that when disputes degenerate to the point of a strike or a lock-out, the responsibility for settlement should revert to the province. Not only that, but, in many industries, any labour dispute will directly affect employers and employees in more than one province. Any one province cannot then effectively resolve the disagreement. Only the Federal Government can create suitable machinery for conciliation on an inter-provincial scale leading to the speedy re-establishment of normal production.

Statement of Minister

Demand and Supply

No argument should be needed to show that without wage control any effective price control would have been impossible. One of the principal reasons for the success of price control in Canada has been that we have always recognized that the two types of control are complementary — that production

costs must be kept in hand if prices are to be kept down; and that production costs cannot be kept in hand if wages and salaries (which on the average constitute some 45 per cent of production costs) are not kept within certain well defined limits.

Today the pressure toward soaring prices is becoming increasingly heavy, and it becomes

more difficult to resist as we move further away from the self-imposed discipline of the war years.

The high demand for goods would be most welcome if we had the means at hand to supply it. But we haven't. It takes time to change over from 6 years of all-out war production to civilian production. Factories have to be re-modelled, stocks of materials have to be built up, new machinery and machine parts manufactured and set up before the assembly lines can start moving.

With everybody wanting to buy things and with the supply strictly limited the stage is all set for inflation on an even more disastrous scale than that which followed the last war.

The situation may be summed up in this way. Demand and supply are still out of balance over a very wide field. This lack of balance can be righted in one of two ways. One of these ways is to let go the stabilization controls and allow sharply rising prices to curtail the demand for goods and services. As prices mount people's income would buy less and production would not have to increase nearly as much to meet the demand. But that is not the way to high employment and decent living standards. The other way is the one the government intends to keep on following. That is to keep prices in hand until supply can catch up with demand. Which means keeping costs in hand as well, for prices are controlled by costs. And costs cannot be kept in hand if wages, which form so high a proportion of production costs, are not subject to some degree of stabilization. We are entering the last round in our battle against inflation. We have only to maintain the existing modified controls a little longer to see the job through.

Effect of Wage Control on Wage Rates

Criticisms that have been voiced against the amended Wage Stabilization Regulations recall the criticisms that were made when the War-time Wages Control Order was first instituted in 1943. At that time the government was accused of having frozen wages. Was this charge true?

During the 26 months that the regulations have been enforced by the National and Regional Boards 68,739 applications have been received covering about 3½ millions of work-people, of whom about 2 millions were employed in the manufacturing industries.

More than half of these applications (35,160 to be exact) were for wage increases.

The decisions of the National and Regional Boards in these 68,739 cases were as follows:

	<i>Cases</i>	<i>Employees</i>
	<i>Affected</i>	
Application granted in full	57,244	2,394,245
Application granted in part	7,761	419,827
Application refused	3,734	422,089

These decisions increased the nation's payroll by many millions of dollars. Index numbers of wage rates in the manufacturing industries rose from 100.0 in 1939 to 141.1 in 1944.

The amended Wage Stabilization Regulations came into effect on February 15, 1946. Under the Regulations as they now stand the Boards are given power to authorize or direct an employer to increase wages if it can be shown that he is paying less than the rates prevailing for the same or similar work in the same locality or in a comparable locality. Further, the Boards can authorize an employer to raise wages on any other reasonable basis provided such increases will not compel an increase in the prices of the goods and services which the employer sells.

Let us examine the record for the first 6 weeks after the amendment came into effect. Between February 15 and March 31, 1946, the Boards dealt with 3,404 applications concerning more than 50,767 employees.

It is of interest to note that of these 3,404 applications not less than 3,057 or 90 per cent were granted in full.

These affirmative decisions by the Boards do not support the contention that the amendment is restrictive.

It is claimed that under the Wage Stabilization Regulations, when an employer is confronted with a demand for higher wages he simply claims that he cannot pay higher wages and continue to sell his goods at the same price. An employer may claim that; but that does not mean that the workers must accept it as final. On the contrary, they have every right to take their case to a Wage Board for decision.

If the employer does not accept the Board's finding, the workers are then free to ask for the conciliation service provided by the War-time Labour Relations Regulations.

If after this legal conciliation procedure has been gone through the employer still holds out, the workers have every legal right to engage in a strike to enforce their demands. If they should be forced to resort to the strike weapon they will be in the favourable position of being able to tell the world they are striking for a wage rate which an impartial tribunal has already ruled is fair and within the means of the employer to pay without increasing his prices to the consumer public.

Statement in Conclusion

Having heard your representations and being aware that your organizations have already

publicly announced the adoption of a policy of by-passing war labour boards and striking to force employers to grant increased wages, shorter hours and other concessions in violation of the Government's Wage Stabilization Order and the Wartime Labour Relations Regulations, I desire to make this formal statement.

"The Government of Canada is determined to pursue its policy of preventing an inflationary situation arising in this country which would bring suffering and hardship to all its citizens. In carrying out this policy, we must, for the necessary period of time, maintain price control as well as a reasonable measure of wage and salary stabilization. In line with this policy the Government has up to the present time relaxed control of prices only on the classes of goods that have come into such full supply that competitive bidding will not force up prices to an inflationary level. It has also recently modified the Wage Stabilization Order so as to make it more realistic and in keeping with changed conditions.

"You gentlemen have indicated that this amendment of the Order is not satisfactory and that nothing less than its abolition will meet your demands. I have, on the other hand, pointed out to you that price control cannot be successfully maintained unless at the same time we maintain a reasonable measure of wage and salary control.

"I have shown you that the price-wage policy of the Government, since it was instituted, has kept the cost of living, which includes the items of food, clothing, rent, fuel, etc., from rising beyond a reasonable limit. I have also shown that wage stabilization has not prevented wages, during the same period, from reaching the highest point they have ever attained in the industrial history of Canada. I have furthermore demonstrated to you by factual presentation that the recent amendment of the Wage Stabilization Order has resulted in a genuine relaxation of wage control. All this, I submit, adds up to the fact that the real wages of the workers of Canada and therefore their standard of living, are better to-day than ever before in our history.

"In recent weeks four labour unions, three in the Province of Ontario and one in Quebec (which struck in violation of the provisions of the Wartime Labour Relations Regulations

and the Wage Stabilization Order) have suffered defeat; in two instances the workers concerned returned to work virtually on the employer's terms, and in the other two the workers were not re-employed. Within the past week the lumber workers in the Province of British Columbia have also refused to recognize our laws and are now on strike; and it is my opinion that continued negotiations would have prevented the stoppage of work and resulted in adjustment of the differences.

"I desire, however, to make it clear at this time that the Department of Labour will, as it has done in the past, give the Unions and employers every assistance in composing their differences, and it is my earnest hope that disputes will in the future be dealt with in an orderly way and in accordance with the law of the country.

"I am aware that certain public statements have been made, said to emanate from officers of Unions you represent, to the effect that a decision has been reached to follow a policy of striking in defiance of Government legislation, and as Minister of Labour I feel it is my duty to say to you that if you give effect to this policy you will be endangering the organizations you represent and the welfare of your members. Nothing can be accomplished by approaching settlement of disputes in an illegal manner; on the contrary, such a course leads to delay, confusion and chaos and puts your organizations in positions where neither the Labour Department nor the Government can render assistance.

"It is my earnest hope, however, that in visualizing the great damage that may be done to our nation and its people, including the members of the unions, by unwarranted and unlawful strikes, the trade union leaders concerned will see the desirability and necessity of proceeding in a lawful manner to obtain what they regard as their legitimate objectives.

"The Government will always consider any reasonable suggestions that your unions or other unions may put forward for further amendment of the Wage Stabilization Order with a view to ensuring that it will more readily give effect to the declared intention of the government to bring about the gradual relaxation of controls of all kinds. The government will welcome any suggestions of this kind and I can assure you that they will be given prompt and careful consideration."

Meeting of I.L.O. Committee on Iron and Steel in Cleveland

PURSUANT to a decision of the Governing Body of the International Labour Organization in January 1945, to set up Industrial Committees in a number of important industries, the Committee on Iron and Steel met in Cleveland from April 23 to April 29, 1945.

These committees were decided upon in order to provide a more detailed consideration of the problems in various industries than the annual conference, covering the general field of industrial relations and social welfare, could accord.

Canada's representatives on the committee, which dealt with the problems of safety, industrial relations and full employment in the iron and steel industry, were as follows:

Representing the Government of Canada

Dr. A. W. Currie, Assistant to the Director-General of Economic Research, Department of Reconstruction, Ottawa.

Mr. V. C. Phelan, Director of Information, Department of Labour, Ottawa.

Representing Canadian Workers

Mr. C. H. Millard, National Director, United Steelworkers of America, Toronto, Ont.

Mr. George P. Schollie, Secretary, International Association of Machinists, Montreal, P.Q.

Although the Dominion Government had urged Canadian employers to be represented, the employers' organization found it impossible to arrange representation.

The following nations sent delegations to the meeting:

United States of America, Australia, Belgium, Canada, France, United Kingdom, India, Italy, Luxembourg, Sweden, and Union of South Africa.

The Governing Body of the International Labour Office was represented by Nathan Feinsinger of the U.S.A., for the Government group, Mr. H. W. Macdonnell of the Canadian Manufacturers' Association, for the employers group and Mr. Anderson of Sweden, for the employees' group. Mr. Nathan Feinsinger acted as chairman of the Conference.

Following a general discussion during the early sessions, the Conference appointed three sub-committees to deal with items on the agenda. The draft reports drawn up were adopted with minor amendments at a plenary session on the concluding day.

A summary of the recommendations adopted by the sub-committees is presented below.

Safety

The Sub-committee on Safety recommended the preparation of a factual survey of the various measures taken in different countries for the prevention of accidents and the protection of health in the iron and steel industries. It suggested the survey cover the following subjects:

1. Technical measures of protection against accidents (safety appliances, etc.);
2. Co-operation between State factory inspection services, employers and workers in matters concerning the prevention of accidents;
3. Measures of education and propaganda employed for the same purpose;

4. Accident statistics, including causes, and the methods of compiling these statistics;
5. The legislation in force concerning accident prevention in the iron and steel industry in different countries.

The Sub-committee stressed the desirability of arriving at an international standardization of accident statistics, pointing out the fact that these statistics as they exist to-day allow no direct comparison to be made as to the accident experience in the different countries. The setting up of joint employer-worker committees in all undertakings to promote accident prevention and health protection was also recommended.

Industrial Relations

Mr. Phelan, Canadian Government Representative, was elected chairman for the Sub-committee on Industrial Relations. He submitted the following recommendation and resolutions which were adopted by the Committee.

Preparation of Studies

The Sub-committee declared itself much impressed with the apparent progress made up to this time in the development of procedures for adjusting or solving matters in dispute

between employers and employees in the various countries, and it felt that further improvement and development of existing provisions and practices might be brought about through a more detailed attention to all matters of industrial relations at the next meeting of the Iron and Steel Committee. Ten particular studies were recommended in order that information may be made available to Member States as soon as possible, to form a basis for further consideration.

Resolution I

1. Employers and workers in the iron and steel industry, without distinction of race or creed, should be entitled to form or join occupational organizations, i.e., industrial, of their own choosing without previous authorization;

2. Occupational, i.e., industrial, organizations of employers and workers should not be subject to arbitrary dissolution by administrative order;

3. Occupational organizations should have the right to constitute federations and confederations of trade organizations; and

4. Where any country now possesses legislation designed to abridge the rights herein asserted, it is recommended strongly that such legislation be removed, and further that all Governments, whether through legislation or policy, should lend themselves to the promotion of the principles contained in this resolution.

Resolution II

The Iron and Steel Committee of the I.L.O., endorses the principle of the right to collective bargaining between employers and workers, looking to the formulation of collective agreements, and recommends strongly that State Members should give full and unstinted support, both in law and policy, to the continuance and development of the free right to bargain collectively in the iron and steel industry.

Resolution III

The Iron and Steel Committee of the I.L.O., affirms the necessity for the strict observance of the terms and conditions of agreements between the two parties to the industry, when once entered into; and

Recommends that each collective agreement when entered into should carry an appropriate clause, providing for the resolution of such differences as may arise during its currency, whether by negotiation, mediation or arbitration.

Full Employment

A resolution recommending consideration by the Governing Body of the I.L.O., the respective Governments and the Economic and Social Council of the United Nations of all means to relieve the near paralysis of the steel industries of France, Belgium and Luxembourg and especially to safeguard the allocation of fuel to the above-mentioned countries, was adopted.

Resolutions of Workers' Members

The workers' members submitted draft resolutions which were adopted after certain amendments had been agreed to as follows:

1. Resolution on Full Employment

This resolution declared the committee's willingness to co-operate with the I.L.O. and with various Governments in obtaining factual information as a basis for the formulation of constructive plans and programs designed to bring about full and regular employment in the iron and steel industry.

2. Resolution on Wage Schemes

The second resolution proposed by the workers' members invited the Sub-committee to declare that it would be desirable for the iron and steel industry to accept the principle of guaranteed work or wages for workers who remain in continuing service and who are retained on the employment register of a given company. The resolution further suggested that an enquiry be made by the International Labour Office into schemes already in operation for the provision of guaranteed work or wages. The employers' members took the view that the results of the enquiry should be known before the Iron and Steel Committee committed itself to the principle, and the United States employers' member submitted an amendment inviting the Office to undertake the enquiry but not containing any declaration of principle.

This was agreed upon and embodied in a resolution which was adopted unanimously.

3. Resolution on Purchasing Policies

The third resolution suggested that the International Labour Office invite steel producers and large consumers of steel to co-operate in an enquiry into purchasing policies for the purpose of ascertaining to what extent if any, they tend to influence fluctuations in operations and employment, and what revisions in such policies would contribute to the regularization of employment in the industry.

4. Resolution on Technological Changes

The fourth of the workers representatives resolutions was unanimously adopted after reference to specific items of a proposed study on this subject were deleted.

The United States employers' member deemed it undesirable to draw attention to specific items mentioned in the original resolution, since they were not the only subjects to be taken into consideration. The revised text, which was adopted, read as follows:

The Iron and Steel Committee of the I.L.O., meeting in Cleveland 23-29 April, 1946, invites the International Labour Office to study the practices pursued in regard to the introduction of technological improvements in the iron and steel industry and their immediate and long-range impact upon employment, with special reference to the training and the absorption of displaced workers into other work, having regard to the rate of labour turnover and wastage.

Other Resolutions

Also adopted were resolutions concerning the facilitation of industrial development in underdeveloped countries through international co-operation, and proposals to improve, extend and make available statistics relating to employment and economic problems of the industry.

Government Planning Since the War in Great Britain

SUMMARY of the main legislative program of the British Government since its accession to office on July 5, 1945 together with development in related fields is contained in the May issue of *Labour and Industry in Britain*, the monthly review published by the United Kingdom Information Office. Some of the features are described below.

Manpower

There were approximately 4,510,000 in the armed services or working on supplies and equipment at the end of February, 1946, a reduction of 4,490,000 from the peak total of 9,000,000 in mid-1945. "The target for the end of 1946 is 1,100,000 in the forces and 500,000 working on supplies, a total of 1,600,000". The review states that, "demobilization has been carried out smoothly and quickly so far, but drafting continues and the Government is obliged to maintain a large military force for occupation purposes."

There has been a gradual relaxation of manpower controls and the Essential Work Order was withdrawn from a wide range of industries in May. "In mid-1945 out of a total working population of 21,571,000 there were just over 3,000,000 persons working in manufacturing industries on some supplies and exports. By the end of February 1946, the total working population had declined by 876,000, but the number employed in home and export manufacturing industries has risen roughly by 2,029,000 to 5,070,000.

"The transition has been accomplished so far without serious unemployment. The number of insured unemployed rose from 103,000 in mid-1945 to 356,000 by the end of February, mostly very transitional unemployment. These figures do not include men and women on terminal leave from the Forces who have not yet taken up employment. The number of these veterans was 875,000 at the end of February.

"Industrial disputes have not been serious so far", the article states, "and in no case has any official union strike been called". The largest single dispute was the unofficial strike of dockworkers in September-October 1945, when approximately 1,100,000 working days were lost. Man-hour days lost due to strikes, excluding the dock strike, averaged 127,000 a month in the six months between September and February.

Planning Industrial Location

"With the twofold object of bringing peacetime industry to existing labour and developing a variety of industries in areas formerly subject to depression because they concentrated on single heavy industries, the Government has paid particular attention to reconversion in the so-called Development Areas. In these areas (known during the 1930's as Depressed or Special Areas) the Government have leased wartime munition plants to industrialists, built new plants for leasing, developed Trading Estates, and given many facilities to encourage the growth of a great variety of industries useful both for satisfying essential home needs and for increasing exports. To help industrialists choose suitable plants in these areas and to guide them, also, in other districts, the Board of Trade maintains a Location of Industry Planning Room in London where all relevant information is freely available. It supplies useful information, too, through regional offices in every part of Britain."

Production for Export

In order to provide the funds with which to pay for her vast annual imports, production for export in Britain has been given priority over production of all but the most essential goods for home needs. In February and March exports rose to about 80 per cent of the 1938 average monthly volume of £39,200,000. In 1943 the monthly average stood at about 30 per cent of the 1938 average.

"It is hoped that by the end of this year there will be 1,550,000 persons working on exports which should by that time be running at their pre-war volume. From then on the task will be to raise the level by 75 per cent further."

Nationalization

In addition to the Bank of England, the coal mines and civil aviation, which have already been nationalized, the Government has announced its intention of bringing "electricity, gas, telecommunications, and inland transport under national ownership. Shipping will not be nationalized, though docks and harbors will be brought under a national plan. With regard to the iron and steel industry, the Government, after considering a plan prepared by the owners for modernization under private ownership, announced on April 17 that the importance of the industry would necessitate

a large measure of public ownership. In the interim, a new Control Board would supervise and develop the industry".

Other industries and services have been informed that "they are not to be nationalized unless new circumstances indicate that this is essential in the cause of efficiency." In order to help them to secure quickly any major improvements or reorganization needed, the President of the Board of Trade has initiated a system of "working parties" for 15 of these industries. In every case, a working party consists of an independent Chairman and 12 members, representing in equal proportion management, labour and the public, all appointed by the President of the Board of Trade after consultation with the industry concerned. They all serve part-time and unpaid, receiving expenses when sitting.

"The terms of reference of each working party are to examine the various plans and suggestions put forward for improvements in organization, production and distribution in the industry, and to report on the steps which should be taken in the national interest to strengthen and stabilize the industry. Cotton was the first industry to have a working party, and the publication of its report is expected shortly. The other industries are pottery, hosiery, furniture, boots and shoes, linoleum, carpets, jute, wool, china, clay, jewelry and silverware, cutlery, lace, clothing and glassware."

Housing

The urgency of the housing problem, the article claims, is due not only to the six-year hiatus in new building but to the effects of enemy air attacks which destroyed 460,000 houses and damaged nearly 3,500,000 more.

A complete housing subsidy program was put before the Parliament on February 5. The standard subsidy in England and Wales will be £22 (\$88) a year for 60 years, a capital value of £594 (\$2,376) of which three-quarters will be paid by the State and one-quarter by the Local Authority. Higher subsidies are given for agricultural dwellings, houses in poor areas, apartment houses on very expensive land, and houses built experimentally by non-traditional methods.

"Minimum standards for houses being built have been set by the Ministry of Health, and licences are granted almost exclusively for houses to be built for letting to low-income groups."

Supplementing the general housing program is a scheme to begin creating entirely new communities. The legislation (New Towns Bill) promulgated in April provides a fund of \$200,000,000 for the erection of a number of new scientifically planned communities (L.G., May, 1946, p. 585). "Each new town would be started by a Government-appointed Development Corporation and would aim at being completely self-contained."

Social Services

Reference is made to the Labour Government's proposals, promulgated in February (L.G., March, 1946, p. 287) providing social security for everyone, through a single compulsory weekly payment for all who can pay for all the eventualities that call for the need of funds, and a National Health Service making available complete medical, dental, specialist and hospital services to everyone free without qualification or limitation, but "retaining the choice of doctors by patients and the choice of activity of doctors" (L.G., April, 1946, p. 437). "Strong opposition is expected on some of the proposals of the Health Bill from the British Medical Association and other bodies, but the Government expect to enact the Bill by autumn and to have it in operation early in 1948."

Control of Investment

On February 5, the Government passed the Borrowing (Control and Guarantees) Bill extending the wartime control over the raising of money by the issue of shares and securities. The measure is designed to ensure that "the priority for raising new capital is determined by the relative importance of the national interest." The Bill also empowers the Treasury to guarantee loans up to \$200,000,000 in any one financial year in order to provide assistance in times of threatening depression.

In order to provide the public with "the fullest possible information of the progress being made in the struggle for recovery the Government initiated a new publication entitled *Monthly Digest of Statistics* on a great variety of trade and financial subjects."

Articles relevant to sections of the article dealing with the repeal of Trades Disputes and Trade Union Act and with the decasualization of dock workers may be found in the May issue, page 584 and the April issue, page 548 respectively of the LABOUR GAZETTE.

Collective Bargaining and Union Recognition in United States, 1945

ABOUT 13·8 million workers were covered by written collective bargaining agreements in the United States during the past year. This number represents 48 per cent of all eligible wage earners; that is, wage earners engaged in occupations in which unions were organizing and endeavouring to obtain written agreements in 1945. Although the total number covered decreased from 14·3 millions in 1944, the ratio of those covered by collective bargaining to the total number employed and eligible for coverage increased slightly from about 47 per cent to about 48 per cent.

These statistics are contained in an article in the April issue of the *Monthly Labour Review*, a publication of the United States Department of Labour.

The article states that in manufacturing industries slightly over 67 per cent (8 millions) of the production wage earners were employed under union agreements during 1945, compared with 65 per cent (over 8·75 millions) in 1944. Comparable totals in non-manufacturing industries were 34 per cent (5·8 millions) in 1945, and 33 per cent (slightly over 5·5 millions) in 1944.

Types of Union Recognition

The proportion of workers covered by closed- and union-shop clauses remained fairly stable in 1945, but employment under main-

tenance-of-membership clauses increased from 27 per cent (3·75 millions) in 1944, to 29 per cent (more than 3·9 millions).

Thirty per cent (almost 4·25 millions) of the workers were employed under closed- and union-shop with preferential hiring; a rise of about 2 per cent over 1944. Union-shop clauses without hiring preference, accounted for 15 per cent in 1945 compared to 18 per cent in 1944. Preferential hiring was provided for 3 per cent (2 per cent in 1944) of all the workers, and 23 per cent were covered by agreements specifying recognition only compared to 25 per cent in the previous year.

Check-off

Slightly over 5·3 million workers, or about 39 per cent of all employees under agreement, were covered by check-off provisions in 1945. A little less than half of these were under automatic check-off provisions and the remainder were under clauses which necessitated authorization by the worker before the employer would deduct his union dues.

Nearly 4 million workers, representing about half of those under agreement, were employed under check-off provisions in 1945. In non-manufacturing, check-off applied to over 1·3 millions or about 24 per cent. One-third of these specified automatic deduction of dues, while two-thirds specified check-off only on individual authorization.

TREND IN UNION RECOGNITION IN THE UNITED STATES, 1941-45

Item	1941	1942	1943	1944	1945
Eligible for union-agreement coverage:					
Number (in millions).....	31	31	31	30½	29
Per cent under agreement¹.....	30	40	45	47	48
Percentage distribution¹					
Workers under agreements providing for:					
Closed shop.....	40	45	30	28	30
Union shop.....			20	18	15
Maintenance of membership.....	(²)	15	20	27	29
Preferential hiring.....	(²)	5	2	2	3
Other.....		35	28	25	23
Total.....		100	100	100	100

¹ Percentages not strictly comparable, year by year, because of slight changes in volume of employment during the period

² No data.

Annual Wage Plans in the United States

A REPORT on annual wage plans in the United States (L.G., Aug., 1945, p. 1266) was published in the January-February issue of the *International Labour Review*. It gives a brief review of the advantages and objections to guaranteed wage and employment plans and conditions of their operations.

"The Annual Wage", it states, "is being increasingly advocated in the United States as a means of providing income security for the workers and thereby contributing to the solution of the problem of intermittent unemployment". The methods of achieving this vary greatly, but the two principle types of plans are the guaranteeing of a fixed number of hours or weeks of employment and the guarantee of a regular weekly wage throughout the year regardless of fluctuations in employment. There are a number of variants and combinations of these two in existence. Only a few guarantee employment or wages for a whole year or to all or the great majority of the employees.

"Advocates of the annual wage system maintain that it affords one of the most practicable ways of mitigating the unfortunate social and economic effects of unemployment, both seasonal and cyclical". Reduction of labour costs, through the diminution of labour turnover and absenteeism, coupled with increased productivity, could be expected from the introduction of such a plan, the report holds. It would also encourage stabilized production and employment within the plant thereby improving the efficiency of operation by eliminating the uneconomical irregular utilization of equipment.

Employers are willing to concede certain advantages of the annual wage, the report states, but they frequently oppose it on the grounds that enforced wage payments over a 12-month period would impose an unbearable expense upon business. The plan is impracticable, they claim, where cyclical or seasonal fluctuations in business activity make regularized employment very difficult or more expensive. "Another argument against annual wage plans is that they create a preferred class among workers, probably to the advantage of organized workers strong enough to enforce their demands for the plan and that it would aggravate the sense of insecurity among those workers who were employed under other wage systems".

The report states that a company can do much to reduce internal fluctuations so as to

regularize employment preparatory to introducing an annual wage plan. Control over demand is most frequently the salient factor in achieving control over production and in turn over employment.

A study of distribution techniques based upon market and product analysis may bring forth methods of placing sales on a more uniform basis. It can encourage more regular consumption by advertising and by education of the customer, by its price policy, and by other means. Regularization will require a more careful planning and control of production schedules; "it may also be useful to arrange with other employers to dovetail labour requirements and to adopt central hiring methods."

The study states that the possible variations in both schemes and in the adaptation of them "constitute a safeguard for employers and enable them to offer guarantees without assuming too great financial responsibilities." Furthermore, specific safeguards which permit modifications to be carried out during exigencies are sometimes provided for in agreements.

Demand for the Annual Wage

The report reviews the statements of some representatives of management and labour regarding annual wage plans. "The demand for an annual wage plan has become a feature of C.I.O. policy in all industries". A past president of the Chamber of Commerce urged businessmen to study the means of regularizing employment in their industries; he remarked that "those concerns that have worked out a greater job stability have found that it is good business".

The American Management Association, in a report on annual wages, concluded that employment stabilization is more practicable in industry than is generally thought. Sixty per cent of the work force, it claimed, was engaged in non-durable goods production which is relatively stable.

In March, 1945, pursuant to a request from the late President Roosevelt, the Advisory Board of the Office of War Mobilization, which includes representatives of labour, management, agriculture and the Government, undertook a comprehensive study of wage plans for the purpose of determining the applicability of annual wages to American industry. The results of the study have not as yet been released.

Rehabilitation

Manuals on Armed Forces' Trades

Department of Labour Co-operates with Services in Rehabilitation of Veterans

ACCORDING to estimates recently released by officials of the Armed Forces, at least 50 per cent of demobilized personnel have some recognized qualifications or skill that can be turned to account in civilian industry. Many of these skills were acquired and developed by such personnel while they were on active service. They are among the discharged veterans' most valuable assets and it is recognized that both the veterans and their future employers in peacetime industry should obtain the greatest possible benefit from them. This can only be attained after adequate appraisal of these specially acquired skills in terms of civilian industry.

A realization of the need for accurate interpretation prompted officials of the Employment Service of the Unemployment Insurance Commission to prepare, in 1943, a series of volumes entitled "Manual of Service Trades and Civilian Equivalents". These volumes were issued in August of that year. While they were incomplete in several details, nevertheless they served a useful purpose in rehabilitating veterans then being invalided out of the Services.

Revision and Enlargement of Manuals

The Armed Forces, however, felt that when full-scale demobilization began, it would be necessary to provide employers with more complete details than were given in the UIC manuals and, as a result, the Services began to compile their own volumes.

Air Force Manual.—The RCAF experimented by preparing a manual explaining Air Force trades, as part of their counselling program. Early in 1945, Air Force officers made a canvass of Canadian employers to determine the type of material that would be of greatest value for the placement of Air Force personnel after their return to civilian life. As a result of this canvass the officers decided that it would be sufficient to provide a detailed outline of each Air Force trade and allow the prospective employer to make his own evaluation of Air Force veterans.

This procedure differed from that in the earlier manuals prepared by the UIC in that it did not relate Air Force trades directly to civilian occupations. The Air Force officers felt that it would not be desirable to limit the extent of a man's usefulness by pinning him down to a specific category in a prospective employer's mind. The "Employers' Guide", which was prepared by the RCAF's Directorate of Personnel Counselling, was ready for distribution in July, 1945.

Instead of giving definite fields of civilian employment into which certain RCAF tradesmen could assimilate themselves, the "Employers' Guide" contained a series of charts showing related occupational aptitudes. These were based on an interpretation of tests which were intended as a guide for Air Force personnel in order that they might classify themselves according to intelligence, as well as to mechanical and clerical knowledge.

Naval Manual.—"Naval Rates—Their Meaning for Employers" was undertaken in August, 1944, and was completed in May, 1945.

The Naval manual, prepared by the Navy's Directorate of Personnel Selection, described approximately 90 ratings or trades and information was given concerning the qualifications for entry into the Navy; the academic, technical and practical training received by Naval Personnel, the type of work each sailor or wren had been doing; and the qualifications required for promotion. Descriptions of each rating were followed by an outline of related civilian employment.

In addition to the manual, each man or woman discharged by the Navy is provided with a document giving information with regard to their capabilities which could be used in conjunction with "Naval Rates—Their Meaning for Employers".

Another feature of the Naval Manual is the provision of an Industrial Location Summary, which can be referred to in order to show all the Naval Trades which are applicable to each civilian industry. In this manner nearly 100 main industries have been cross-referenced so that a prospective employer may

pick up this Industrial Location Summary and, at a glance, discover which naval trades apply to the particular employment which he has to offer.

Army Manual.—The manual "Army Employment—Civilian Jobs" was prepared jointly by the Department of National Defence (Army) and the Research and Statistics Branch of the Department of Labour (L.G., Feb., 1946, p. 162). The basic material for the description of Army trades was gained through analyses of work sheets on which full and technical answers described in detail each job element, including tools, materials, machines and skills. Once this information had been gathered, the task of describing the Army trades and relating civilian occupations was undertaken by the Occupational Research Division of the Research and Statistics Branch.

The description of the Army trades is followed by three groupings of related civilian occupations, the first requiring no additional training, the second requiring brief additional training and the third requiring considerable further training, in most cases, preferably, on the job.

In addition to Related Civilian Employment, the Army manual also gives "Related Fields of Work" which suggests other related fields in which the Army tradesman can rehabilitate himself.

Distribution and Extension of Use of Manuals

The manuals were distributed to all employers of more than 15 persons, officials of the National Employment Service, Trade Unions, Universities, Vocational Schools, and other rehabilitation authorities. Then began the task of explaining and interpreting the manuals to those who would use them.

The Air Force followed up the distribution with a series of meetings across the country. The purpose of these meetings was to explain the use of the manuals to National Employment Service officials at Regional centres and to recommend methods to be followed in familiarizing employers with the manuals. It was left to personnel of both the Air Force and the Employment Service to insure that this information was passed on to the personnel of the Local Offices within the Regions.

As a further step to bring the "Employers' Guide" before employers, Air Force rehabilitation liaison officers undertook personal visits to employers to explain the use of the manual and provide information on Air Force veterans.

The Navy carried out a similar promotional and instructional campaign for its manual about the same time. Following the lead of the Air Force, a series of Dominion-wide conferences was held between officials of the Navy and those of the Employment Offices. Following these conferences, naval officers stationed at regional points across the country made periodic visits to local offices of the National Employment Service to assist in the use of "Naval Rates—Their Meaning for Employers".

The Army Manual was not printed until January, 1946. It was found that, due to the large number of Army Trades, this manual could not be ready for the commencement of the demobilization period. It is expected however, that Army veterans who were discharged before the publication of "Army Employment—Civilian Jobs", can obtain assistance in their re-employment problems by consulting officials at local offices of the National Employment Service who use the manual when placing ex-army personnel.

Employment for Silicotic Miners in South Wales

A committee set up by the British Board of Trade has investigated the problem of providing work in South Wales for miners no longer fit for their jobs because of silicosis and pneumoconiosis. After consulting medical experts, the committee, which included two Members of Parliament, officials of the Board of Trade and Ministry of Labour, silicotics, and municipal officials, found that most of the men suffering from these diseases are capable of work in any light industry not involving work in dust or fumes, heavy lifting, or long-distance travelling. The few ex-miners requiring "sheltered" employment could be given it by a scheme to induce new industries to settle in the areas where the victims live and to persuade firms to employ these men.

It was recommended that the Government build a small number of factory premises throughout South Wales and that occupiers of these factories should be obliged to have at least half their staffs composed of "disabled persons" as defined under the Disabled Persons (Employment) Act, 1944. In return, the occupiers would pay only half the usual rent. The committee considers that silicotics and pneumoconiotics would naturally be preferred to other "disabled" persons since they are reasonably fit. In addition, other government-owned factories should be leased at lower rates in proportion to the number of disabled persons employed by the occupiers.

Decisions of National War Labour Board

RECENTLY the National War Labour Board issued decisions in the following cases:—

Corbin Lock Company of Canada, Limited, Belleville, Ont., Belleville-Sargent and Company, Limited, Belleville, Ont., and United Automobile Workers of America (CIO).

The American Pad and Textile Company, Chatham, Ont.

Donald Ropes and Wire Cloth Limited, Hamilton, Ont.

United Packinghouse Workers of America and Alberta Meats Ltd., Vancouver, B.C., Burns and Company, Ltd., Vancouver, B.C., Canada Packers Ltd., Vancouver, B.C., Swift Canadian Company, Ltd., Vancouver, B.C., Swift Canadian Company, Ltd., New Westminster, B.C., Gainers Ltd., Vancouver, B.C., and Fletchers Ltd., Vancouver, B.C.

A. V. Roe Canada Limited, and Aeronautical Lodge 717, International Association of Machinists.

Alberta Hotel Licensees and Hotel and Restaurant Employees and Beverage Dispensers International Alliance, Locals 265, 185, 172, 308.

International Silver Company, Limited, and the United Electrical, Radio and Machine Workers of America, Locals 520 and 505, Hamilton and Niagara Falls, Ont.

Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.

Burns and Company, Limited, Vancouver, B.C., and United Packinghouse Workers of America, Local 249.

Dominion Steel and Coal Corporation Limited, and United Steelworkers of America, Local 1064.

Algoma Steel Corporation Limited, Sault Ste. Marie, Ont., and International Association of Machinists, Lodge 485.

Corporation of Penticton, Penticton, B.C., and International Brotherhood of Electrical Workers.

Royalite Oil Company, Limited.

Coleman Lamp and Stove Company, Limited, Toronto, Ont.

The John Bertram and Sons Company, Limited, and the International Association of Machinists, Lodge 1740.

Re: Corbin Lock Company of Canada Limited, Belleville, Ont., Belleville-Sargent and Company, Limited, Belleville, Ont., and United Automobile Workers of America (CIO).

Interim Reasons for Decision

The Union applied to the Regional War Labour Board for Ontario for orders directing both Companies to increase wage rates for the several hourly rated occupational classifications in their respective plants at Belleville, Ontario. In and by its decision of January 3, 1946, the Regional Board dismissed the Union's applications, except in respect of starting rates. In the case of Corbin Lock they directed increases in the starting rates amounting to 1½ cents per hour for female employees and up to 10 cents an hour for males. In the case of Belleville-Sargent they directed increases amounting to as much as 15 cents an hour for male employees. The Regional Board's direction apparently did not alter the starting rates for females in the Belleville-Sargent plant. In addition to the foregoing the Regional Board directed the Companies to add to those starting rates 4

cents an hour for females and 5 cents an hour for males when the employee concerned had served for three months.

The Companies applied to the Regional Board for leave to appeal and the Regional Board dismissed the application. Following such dismissal applications for leave were made to this Board and at the same time briefs on appeal were filed.

The facts of and the principles involved in the Corbin Lock case are the same as those in the Belleville-Sargent case. Accordingly we deem it expedient to deal with both cases in this decision.

The main ground in support of the application for leave to appeal and the appeal is that the starting rates, as directed, have the effect of disturbing the entire wage schedules of the two Companies. It is also argued by the Companies that some distinction should be made between the rates of pay for boys

and girls and apprentices, on the one part, and for adults who are starting to work for one or other of the Companies, on the other hand.

Apparently, the Regional Board thought that the directed starting rates would not have the effect claimed by the Companies. However, Counsel for the Companies and one of the representatives of the Union gave some examples showing how and to what extent the increases in the starting rates would affect the wages of other employees. This argument was to some extent confirmed when we examined the schedules of rates of the two Companies.

In view of the fact that the Regional Board dismissed the greater portion of each of the Union's two applications, it becomes obvious to us that the Regional Board did not intend to have in its decisions all the implications which it now appears to have. Accordingly, we allow the application for leave to appeal.

Having regard for all the circumstances in these cases, we consider that it would be

inadvisable to render decisions on the appeals at this time. It seems to us that it would be in the best interests of all concerned if the parties negotiated on the issues involved herein. For this purpose we shall adjourn these appeals until June 18, 1946. In the meantime the parties should endeavour to reach a settlement and to report to this Board before that date on the results of those negotiations.

We suggest to the parties that they consider whether there should be differentials in the starting rate for boys under 19, girls under 18 and apprentices and adult male and female employees. We also ask the parties to endeavour to agree upon what those several starting rates should be. Further we ask the parties to show us what adjustments, if any, should be made to the rates for experienced adult workers to maintain proper differentials. In the meantime, the decisions of the Regional Board made in these cases shall not have effect.

May 7, 1946.

Re: The American Pad and Textile Company, Chatham, Ont.

Reasons for Decision

The Company engaged the services of a firm of management engineers to develop a standard hour production bonus plan to replace a piece rate system in effect for production workers in four departments in its plant at Chatham. While the engineers were developing the plan it was made to appear to them that the plan they proposed for the production workers would operate more effectually if there was also in effect a companion plan for the supervisors in those departments. Both plans were developed and in due course presented to the Regional War Labour Board for Ontario, for approval. The Regional War Labour Board approved the standard hour production bonus plan and rejected the other plan.

With leave of the Regional War Labour Board the Company appeals from that part of the Regional Board's decision which rejected the plan for supervisors.

In and by the Regional Board's decision the Company was directed to furnish the Board with a detailed report showing the results from the first three months of operation of the production workers plan, on the earnings of the employees concerned and the effect on production. The plan has not yet been installed. The Company takes the position that the two plans must be operated contemporaneously in order that the results of the production workers plan might be as visualized by those who developed it.

The Regional Board's reasons for rejecting the plan for supervisors were that it was not, in the Board's opinion, a proper method of remunerating such employees, and further, that because the plan provides means whereby the supervisors might, in addition to their regular rates, obtain remuneration consequent upon increased production in the plant, there would be a tendency on the part of those supervisors to step up production to a level which could not be maintained without causing harm to the health of the workers and labour unrest.

With respect we must say that the evidence presented on appeal does not lead us to the view held by the Regional Board. Our view is that the two plans working together will result in greater co-operation between the supervisors and the production workers. The supervisors can contribute extra effort directly and in a measurable extent by giving more intensive training to the workers, obtaining the best usage of materials, reducing time lost in repairing mechanical faults of equipment and seeing to it that material to be processed or manufactured is available to the workers at the proper time. Admittedly, the supervisors will benefit under the scheme, but so will the production workers. As the supervisors streamline their jobs so will the opportunity become available to the workers to step up their productivity and earnings.

We believe that it is reasonable to permit the Company to give the plan a trial. The

appeal is, therefore, allowed. The conditions as to reporting results as imposed by the Regional Board in respect of the standard hour production bonus plan shall apply with

equal effect to the supervisors' plan hereby approved. There will be a Finding and Direction accordingly.

May 13, 1946.

Re: Donald Ropes and Wire Cloth Limited, Hamilton, Ont.

Reasons for Decision

In June, 1945, the Company and United Steelworkers of America, Local 3325, applied to the Regional War Labour Board for Ontario for a direction authorizing the Company to increase wage rates, adjust certain working conditions and install a standard hour incentive plan for production workers. The Regional Board approved the application in full. The Company thereupon gave effect to that approval.

In February of this year the Company applied to the Regional Board for permission to inaugurate an incentive plan for supervisors. The Regional Board rejected the application, and later granted leave to appeal from its decision.

The Company reports that its standard hour incentive plan is working satisfactorily but that it is not as beneficial to the workers concerned as it should be. It is also said that there is too much delay in time and work which is of non-standard nature; as a result the workers are not getting as full an opportunity as the plan contemplates, for them to earn a reasonably good incentive bonus.

Management engineers have made a study of the problem and have assigned definite reasons why the production workers' plan has not achieved the results anticipated. Those reasons need not here be mentioned. The engineers offer, as a means of correcting the situation, an incentive plan for supervisors.

The plan for supervisors is designed to achieve two results. Firstly, it should increase the amount of incentive time for production workers and, conversely, reduce the extent of avoidable delays. Secondly, the plan provides incentive to the supervisors to maintain increased efficiency.

As to the first point, the plan would operate as follows. When a production worker loses time from incentive work for such reasons as waiting for work (material), imperfect materials, power failure or break-

down of machinery, he receives an allowance expressed in hours and paid for at his base rate. The total of such allowance is accumulated and is compared with the total standard hours produced to determine the allowance ratio for the period (four weeks). Under the supervisors' plan a special incentive of 4 per cent on salary will be paid the supervisors for each reduction of 1 per cent below the past minimum, in the ratio of allowance (non-productive) hours to standard hours.

For maintaining the performance rating of the department, an incentive reward is paid the supervisor. The reward increases as the departmental efficiency of direct labour increases.

The Regional Board did not give reasons for dismissing the Company's application. It is fair to assume, however, that their views on this case correspond to those expressed in the American Pad & Textile Company Limited case (*see above*). Our reasons for approving the application in the American Pad case apply in this case.

We have ascertained the attitude of Local 3325 towards the proposed plan for the supervisors. We find that the Union, on behalf of the production workers, is prepared to co-operate with the Company in giving the plan a fair trial.

We allow this appeal and authorize the Company to inaugurate its incentive plan for supervisors. We direct the Company to report to us the results of such plan upon the first three months' earnings of the supervisors. At the same time, the Company must provide us with a statement showing the earnings of the production workers for the same three months. Such matters as unit labour cost and the results in production should also be disclosed.

There will be a Finding and Direction accordingly.

May 13, 1946.

Re: United Packinghouse Workers of America and Alberta Meats Ltd., Vancouver, B.C., Burns and Co., Ltd., Vancouver, B.C., Canada Packers Ltd., Vancouver, B.C., Swift Canadian Co., Ltd., Vancouver, B.C., Swift Canadian Co., Ltd., New Westminster, B.C., Gainers Ltd., Vancouver, B.C., Fletchers Ltd., Vancouver, B.C.

Reasons for Decision

On or about March 20, 1945, the Union applied to the Regional Board for:—

- (a) A minimum wage of 75 cents per hour.
- (b) A standard work week of 44 hours.
- (c) Night Shift premium of 5 cents per hour for all the hourly rated employees of the following companies:

Alberta Meats Ltd., Vancouver, B.C.
 Burns and Co., Ltd., Vancouver, B.C.
 Canada Packers Ltd., Vancouver, B.C.
 Swift Canadian Co., Ltd. (Branch House),
 Vancouver.
 Swift Canadian Company, New West-
 minster, B.C.
 Gainers Ltd., Vancouver, B.C.
 Fletchers Ltd., Vancouver, B.C.

On July 3, 1945, the Regional War Labour Board for British Columbia dismissed the Union's application, and later the Union applied for and obtained leave from the British Columbia Board to appeal to the National Board. Prior to November 2, 1945, the Union perfected its appeal to the National Board and elaborate briefs were filed in support of the application and on behalf of the companies affected, in reply thereto. Before the appeals were heard the Honourable Mr. Justice Richards was appointed as Industrial Disputes Inquiry Commissioner and after protracted negotiations Mr. Justice Richards did on November 2, 1945, publish his conclusions which will be hereafter referred to as the "Winnipeg Settlement".*

Counsel for both the Union and the Companies involved, signed these conclusions indicating their acceptance thereof on behalf of their respective clients.

Following the Winnipeg Settlement no steps were taken with regard to the Union's appeal until recent weeks when the Union advised this Board that they intended to abandon all matters raised in their notices of appeal, except the night shift premium of 5 cents per hour. Inasmuch as the Winnipeg Settlement provided for payment of the night shift premium, the only point in the appeal was the effective date.

The hearing was scheduled for May 8, and all interested parties were duly notified. Present at the Hearing were representatives of the Union; Swifts Canadian Limited;

Canada Packers Limited; Burns and Company, Limited and was restricted by agreement to the date upon which payment of the night shift premium of 5 cents per hour should become effective. The Union contended that the effective date should be March 20, 1945, the date upon which the Union filed its application with the Regional Board. The Union also suggested that there were other dates that might be considered, viz: July 3, the date upon which the Regional Board dismissed the Union's application or September 25, the date of an order made by the Regional War Labour Board which will be referred to later, or November 1, upon which date all agreements between the Union and the Packing House Companies were to become effective.

There are four clauses in the Winnipeg Settlement which have a bearing on this application—Clause 10, Clause 31, Clause 32, and Clause 33, as follows:—

10. It is agreed that night premiums on the scale now in force are acceptable to the Companies provided that they apply to hours worked between 6 p.m. and 6 a.m., except where by local agreement other hours have been or shall be agreed upon.
31. All new agreements between the Companies and the Union or local Unions shall be deemed to have become effective on November 1, 1945, and wage increases shall be retroactive to that date. All such agreements shall continue in effect until August 1, 1946. Any Company or the Union may give notice of intention to open negotiations for a new agreement, provided that such notice must be given in writing on or before July 1, 1946. Failing such notice, the agreements shall be deemed to be renewed on August 1, 1946, for a further period of one year.
32. All applications now pending before any Labour Board which are inconsistent or at variance with the provisions of these recommendations shall be withdrawn.
33. The parties will jointly seek the approval of the Dominion Government and such other authorities as may be interested so far as may be necessary to give effect to this understanding at the earliest possible date.

Clause "10" deals with night premiums and the language used amounts to an agreement to pay night premiums particularly as the Winnipeg Settlement was approved by Counsel for both the Union and the Companies.

Clause "32" provides for the withdrawal of all applications now pending before any Labour Board which are inconsistent or at

* L.G., Nov., 1945, p. 1673.

variance with the provisions of the Winnipeg Settlement. This Board finds that the present appeal is an application which was pending before a Labour Board (the NWLB) at the time of the Winnipeg Settlement, and inasmuch as Clause "10" contains an agreement as to the night premium, the subject-matter of the present appeal would be at variance with the terms of the Winnipeg Settlement.

It will be noted that by Clause "31" all new agreements are retroactive to November 1, 1945.

For the above reasons, this Board is of the opinion that the present appeal was disposed of by the terms of the Winnipeg Settlement and the present application by the Union will therefore be dismissed.

On September 25, 1945, the Regional Board for British Columbia issued its Finding and Direction directing the said companies to pay a night premium of 5 cents per hour effective March 20, 1945. This Finding and Direction was a reversal of its order made on July 3, 1945, and was made after the Regional Board had granted leave to the Union to appeal on the very question contained in the Finding and Direction of September 25, 1945. This order was made without notice to either Swift Canadian Company, Limited, or Canada Packers Company Limited. Both these companies have appealed to this Board for an order setting aside the order of September 25, 1945, in so far as it affects them.

In our opinion, Swift Canadian Company and Canada Packers Company Limited were entitled to notice from the Regional Board of any application to direct payment of a night premium and should have been given an opportunity to be heard before such order was made. For these reasons, the order in question cannot stand and will therefore be revoked in so far as it applies to Swift Canadian Company Limited and Canada Packers.

Following the Winnipeg Settlement, Swift Canadian Company Limited and the appropriate Union applied jointly to the Regional War Labour Board for an order implementing certain terms of the Winnipeg Settlement including the night shift premium applicable to the employees of Swift Canadian Company Limited at New Westminster.

On November 22, the Regional Board issued its Finding and Direction granting all items referred to in the joint application with the exception of the night shift premium of which no mention was made.

It should be noted that by this joint application, the effective date for payment of the night shift premium was to be November 1, 1945.

In our opinion on this application the Regional Board should have made an order for payment of the night shift premium, consequently, there will now be an order directing Swift Canadian Company Limited to pay to its employees at New Westminster employed between the hours designated in clause "10" of the Winnipeg Settlement, the night shift premium of 5 cents per hour effective November 1, 1945.

The Branch House of the Swift Canadian Company, Limited, at Vancouver was not included in the Winnipeg Settlement. For the sake of uniformity, the Company now desires to pay a night shift premium of 5 cents per hour to its employees at Vancouver, and requested this Board to so direct. Strictly speaking, this application should be referred back to the Regional Board but as the same Union represents both the employees at Westminster and Vancouver, it was felt that the matter should be dealt with now. Accordingly, there will be a Direction that Swift Canadian Company pay its employees at Vancouver a night shift premium of 5 cents per hour effective November 1, 1945, on the same terms as at the Company's plant at New Westminster and for those employees engaged between 6 p.m. and 6 a.m.

The position of Canada Packers presents more difficulty. In November, 1945, Canada Packers and the Union applied jointly to the Regional Board for an order approving certain terms of the Winnipeg Settlement applicable to the employees of Canada Packers Limited. They did not include in their application a request for approval of the night shift premium. This term of the Winnipeg Settlement, therefore, has not received approval of the Regional War Labour Board.

Clause "10" of the Winnipeg Settlement states in effect that the parties thereto have agreed upon the payment of a night shift premium and there was no dispute before this Board that a night shift premium should be paid to the employees of Canada Packers. According to the Winnipeg Settlement, all new agreements were to be effective November 1, 1945. Strictly speaking, this matter should be referred to the Regional War Labour Board for approval but as all the parties were before this Board and in agreement on the question of payment of the night shift premium, this Board felt that the matter should be disposed of without the necessity of a further hearing. For the sake of uniformity and to give effect to the terms of the Winnipeg Settlement, there will be an order directing the Canada Packers to pay to its employees at Vancouver engaged between the hours of

6 p.m. and 6 a.m. the night shift premium of 5 cents per hour effective November 1, 1945.

The position of Burns and Company Limited, likewise presents some difficulty. This Company entered into an agreement with its employees in October, 1944, which provides for payment of a night shift premium. While it is not altogether clear just when the Company commenced payment of the night shift premium, it would appear that they at least did so in January, 1945, for those employees engaged between 10.30 p.m. and 7 a.m. and have continued so to do up to the present time.

On September 25, 1945, the Regional Board directed Burns and Company to pay a night shift premium of 5 cents per hour effective March 20, 1945, and apart from this order there is no authority for such payment by Burns and Company Limited. Neither the Union nor Burns and Company Limited, have appealed from this order, and it therefore

stands in so far as Burns and Company Limited is concerned.

At the hearing it was stated that the Company had entered into an arrangement with its employees that the hours for which the night shift premium should be paid would be 7 p.m. to 7 a.m. Clause "10" of the Winnipeg Settlement provides for payment of the night shift premium between the hours of 6 p.m. and 6 a.m., except where by local agreement other hours have been or should be agreed upon. There will, therefore, be an order directing Burns and Company Limited, to pay its employees at Vancouver a night shift premium of 5 cents per hour for hours worked between 7 p.m. and 7 a.m. effective November 1, 1945.

This Board makes no Finding with respect to the night shift premium paid by Burns and Company Limited prior to November 1, 1945. There will be Finding and Directions accordingly.
May 14, 1946.

Re: A. V. Roe Canada Limited and Aeronautical Lodge 717, International Association of Machinists

Reasons for Decision

On December 1, 1945, A. V. Roe Canada Ltd., took over the enterprise formerly carried on by Victory Aircraft Limited at Malton and assumed the obligations of Victory Aircraft Limited including its agreement with Aeronautical Lodge No. 717 International Association of Machinists. This agreement had some two months to run when assumed by A. V. Roe Canada Ltd., and the said Company continued to pay the wage rates established by the said agreement including a travelling allowance of 25 cents per day.

The agreement covering the travelling allowance in question included only those workers represented by the Union. For the sake of uniformity, both A. V. Roe Canada Ltd., and its predecessor paid the travelling allowance to its monthly rated as well as to its hourly rated employees. A new agreement was negotiated by the Company with the Union incorporating the rates paid by Victory Aircraft Ltd., and setting out other working conditions and it was agreed that a joint application should be made for approval of said rates.

It was understood that the Company would apply to the Regional Board for leave to discontinue the payment of a travelling allowance and that the application would be opposed by the Union.

The said applications were made to the Regional Board and the rates were approved and by the said Finding and Direction the

Company was refused permission to discontinue the travelling allowance on the ground that it varied an established working condition resulting in a decrease in pay. From such refusal the Company appealed to this Board.

Strictly speaking, A. V. Roe Canada Ltd. being a new enterprise should have applied to the Regional Board for approval of its rates as established by the agreement with the Union of Victory Aircraft Limited. From the material submitted, it would appear that A. V. Roe Canada Ltd., accepted the rates and working conditions of Victory Aircraft Limited and therefore established the payment of the travelling allowance as a working condition. This practice was recognized on December 1, 1945, and is still being followed by the Appellant Company.

Furthermore, in view of the scarcity of building materials and the prevailing housing shortage it would not be possible for employees to change their residence.

This Board is of the opinion that it would be unwise to disturb any established working condition at this time and therefore directs A. V. Roe Canada Ltd., to pay its hourly rated employees a travelling allowance of 25 cents per day effective December 1, 1945.

The Company will also be authorized to pay its weekly and monthly rated employees a travelling allowance of 25 cents per day, and to the extent aforesaid, the Finding and Direction of the Regional Board for Ontario will be varied.

May 8, 1946.

Re: Alberta Hotel Licensees and Hotel and Restaurant Employees and Beverage Dispensers International Alliance, Locals 265, 185, 172, 308

Reasons for Decision

In this matter the facts and the decision relate to four Findings and Directions of the Regional War Labour Board for Alberta. In each of the said Findings and Directions, the Regional Board for Alberta directed the owners of all hotels in Calgary, Medicine Hat, Lethbridge, and the Crows Nest Pass Region to pay:—

- | | |
|--------------------|------------------|
| (a) Tapmen | \$35 00 per week |
| (b) Floormen | 32 00 per week |
| (c) Sparemen | 5 50 per day |

Some other matters were referred to in the said orders but the hotel proprietors in each of the said districts have only appealed from that part of the said Findings and Directions fixing the wages of Tapmen, Floormen and Sparemen as above set forth. The wages prevailing in Calgary prior to the order were Tapmen \$34.60, Waiters and Floormen \$28.60 and Sparemen \$5 per day. It will be noted that the order of the Regional Board increased the weekly wage of the Tapmen by 60 cents and any such increase cannot be regarded as a gross injustice or a gross inequality requiring correction by war labour boards.

For some years, the Union has had an agreement with hotelkeepers in the districts above named and by these agreements a differential as high as \$6 per week in Calgary was established between Tapmen and Waiters. So far as we can ascertain, there was no evidence before the Regional Board and certainly there was no argument advanced before this Board which would justify interference with the established differential above referred to.

Re: International Silver Company, Limited and the United Electrical, Radio and Machine Workers of America, Locals 520 and 505, Hamilton and Niagara Falls, Ont.

Reasons for Decision

The United Electrical, Radio and Machine Workers of America, Locals 520 and 505 joined with International Silver Company Ltd., in an application to the Regional Board for permission to increase its prevailing piece-work rates by 15 per cent and increase its basic hourly rates by 15 per cent for all employees engaged in the Company's plants at Hamilton and Niagara Falls. This application was dismissed by the Regional Board and from such dismissal, both the Company and the Union appeal by leave of the Regional Board.

The hotel units are competitive with each other in their respective localities and for comparative purposes, references should have been limited to the hotel units in each locality. Comparison as to rates should not have been made outside the districts where the individual hotels are located, and assuredly comparisons with rates effective in other provinces should not be permitted. It may well be that rates higher than those established by agreement with the Unions were paid by one or more hotel proprietors in isolated cases and for each of these exceptions there was offered an adequate explanation. In any event, the rates payable to the majority of employees rather than the rate to the exception would be the standard of comparison.

The applications which led to the Regional Board's decisions now under appeal, were made at the time when a war labour board was empowered to direct wage increases in order to rectify a gross injustice or inequality in the previously established rates. The onus was upon the applicants in each case to prove that such injustice or inequality existed. In our view, the applicants failed to provide such proof. Moreover, the analysis which we made of the cases in question did not support the plea that any injustice or inequality existed in the current wage rates. In the circumstances, the appeals must be allowed.

That part of the Regional War Labour Board's Order fixing wage rates for Tapmen, Floormen, and Sparemen will be set aside. There will be a Finding and Direction accordingly.

May 7, 1946.

The application to the Regional Board is dated December 4, 1945; the case was heard in the month of February and the decision of the Regional Board was handed down on February 25, 1946, after the effective date of P.C. 348. The Regional Board apparently proceeded on the principle that the Company's rates did not amount to a gross injustice or gross inequality. The application was based upon a complete study of the wage structure both by the Company and the Union.

The production of International Silver Company Limited, is distinct and different

from that of any other similar industry in Canada, and therefore appropriate comparisons are impossible. During the depression years, the Company found it necessary to reduce wages by three successive 10 per cent cuts, one of which was restored up to 1939, and a further 10 per cent was restored in April, 1941. Since the inception of wage control, wages of these employees have been increased only by the required cost-of-living bonus. During the war years, employees worked 48 hours. Since then, and by agreement the work week has been reduced to 45 hours which amounts to a reduction in take-home pay of approximately 6.7 per cent.

It would be difficult to say that these facts amount to a gross injustice and because of the fact that there is no other similar industry, it cannot be said that the rates are low by comparison. However, rather than put the parties to the expense of a new application this Board is of the opinion that under Sec-

tion 20 (1) (a) as amended by P.C. 348, the Board should endeavour to find some other "basis" upon which it would be "reasonable" to consider the application.

The Company filed with the Regional Board an undertaking that it would not use any increase granted pursuant to this application as a basis of an application to the Wartime Prices and Trade Board for an increase in the price of the commodities which it sells.

It seems to the Board that it would be reasonable in the light of all the circumstances and in view of this undertaking to grant the joint request and there will therefore be an order authorizing the Company to increase its prevailing hourly rates by 15 per cent and its prevailing piece-work rates by 15 per cent.

The order of the Regional Board will be revoked and Finding and Direction will issue accordingly.

May 14, 1946.

Re: Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees

Reasons for Decision

This is an application by the Union to direct the CPR Company to pay to its freight truckers at Port McNicoll, Ontario:—

(a) 68 cents per hour

(b) 5 cents night premium

(c) Time and a half for work done on Sundays.

In support of the said application the Union established that the above rates were payable to freight truckers at other inland lake ports.

It was also established that workmen at Port McNicoll loaded ships which would later be unloaded by other workmen receiving the higher rates of pay, and likewise, that ships which had been loaded by workmen receiving the higher rates of pay would in turn be unloaded by the Company's employees at Port McNicoll. In other words, the Company's employees at Port McNicoll are doing the same work as is done by other workers at comparable points in Ontario.

For the Company it was urged that its employees at Port McNicoll do work similar to that which is performed by employees in standard freight sheds throughout the Company's system and therefore should not receive greater remuneration than is paid in the standard freight sheds. Loading freight into box cars and into ships have some comparable features but it will be admitted that great care is required in loading a ship which will travel several hundreds of miles in weather

that cannot be predicted beforehand.

Employment at Port McNicoll depends upon the arrival of the ships, incoming and outgoing cargoes and is necessarily uncertain both as to hours in the day and days of the week, whereas, the workers in the standard freight sheds have regular hours six days a week the year round.

In its agreement with the Union, the Company has recognized the principle of payment of a night premium and those who work the night shift receive a premium of 2 cents per hour. It is true that night shift premiums vary. The principle having been accepted, it only remains to determine what is fair and reasonable under the circumstances. Night shift workers similarly employed at other points on the Great Lakes receive a 5-cent premium and as the Board has already found a similarity of work at Port McNicoll and other lake ports it seems to the Board that a night shift premium of 5 cents per hour would be reasonable.

In view of the uncertainty as to time of arrival of boats at Port McNicoll, it seems to the Board that Sunday should be designated as the day of rest for the employees and that any work done on Sunday should be paid for at the recognized rate of time and a half. This is the established practice in other lake ports and to do otherwise with the workers at Port McNicoll would amount to an injustice.

The principle involved in this application is one of comparison with a comparable in-

dustry in a comparable locality. The Board has not overlooked evidence to the effect that the principle of one day's rest in seven is accepted railroad practice. However, the Company has entered into the business of water transportation competitive with many other lines, and in that particular line of business will have to conform to its practices and established working conditions rather than those which obtain on the railroad.

This question has been before this Board on previous occasions dated as far back as 1942, and in the judgment of this Board dated August 20, 1943, there is this statement:

The freight handlers at Port McNicoll are railway workers engaged in railway operations.

Whatever the conditions in 1942 and 1943 which justify the foregoing statement, the facts are that to-day the Company's employees at Port McNicoll are engaged exclusively during the shipping season in the loading and unloading of ships, and that the extent of work depends entirely upon the cargo to be loaded and unloaded. There is no regularity or continuity about the work. The Company gives them employment when there is work to do, and assumes no responsibility for these men during the winter season when the port is closed. These men are on their own

resources in the winter season and obtain employment where they can find it. When one contrasts the position of these freight handlers at Port McNicoll with the position of the regularly employed freight handlers at standard freight sheds, it will be immediately apparent that the employees at Port McNicoll are not to-day railroad men in the true sense of that designation. There has been no Sunday work done at Port McNicoll since the opening of navigation in 1943, which is some evidence that Sunday work can be avoided.

It is not the intention of this Board to change standard railroad practice and this order should be so interpreted. There will therefore be an order directing the CPR to pay its employees at Port McNicoll:

- (a) 68 cents per hour.
- (b) 5 cents per hour night shift premium and for such hours commonly accepted as night shift.
- (c) Maintain present differentials.
- (d) Pay time and a half for all work done on Sundays.

There will be a Finding and Direction accordingly.

May 8, 1946.

Re: Burns and Company, Limited, Vancouver, B.C., and United Packing-house Workers of America, Local 249

Reasons for Decision

The Company appeals to the National War Labour Board from the decisions of the Regional War Labour Board for British Columbia as expressed in letters of the said Regional Board to the Company, which letters are dated October 11 and October 18, 1945.

This appeal is in respect of the wage rates which should be paid to two employees of the said Company. Prior to September 29, 1938, the Company had no "base rate schedule". By the Company's own admission, wage rates were determined according to the bargaining ability of the individual employee. On September 29, 1938, following a study by the Company, a wage rate schedule was introduced. By this schedule a rate or a range of rates was placed on each of the jobs performed in the Company's plant, but provision was made that where an employee received more than the rates prescribed, such employee would retain his higher rate so long as he remained on the job. This higher rate was referred to in this case as the "inherited rate".

The two employees in question recently resumed jobs of two men who, being old em-

ployees of the Company, were paid "inherited rates". The Union contends that the "inherited rates" in question are the established rates for those occupations since they were the rates which actually were being paid by the Company on November 15, 1941. The Company, on the other hand, argues that the "inherited rate" was a purely personal rate which was paid to employees earning more than the scheduled rate at the time of the introduction by the Company of its schedule. The Regional War Labour Board for British Columbia was of the opinion that the Company is obliged to pay the wage rates for the two job classifications in question which were being paid by them on November 15, 1941.

With much respect for the Regional Board, this Board is of the opinion that the wage schedule of the Company must be considered in its entirety. The wage schedule of the Company provides for differentials for various occupational classifications and a War Labour Board should not interfere with the Company's schedule per se as long as such schedule does not offend against Section 20 (1) (a) and 21 of the Wartime Wages Control Order,

P.C. 9384, as amended. The National Board accepts the Company's explanation which appears reasonable, namely, that the "inherited rates" are rates of pay above the going or agreed rates, and that the payment of such higher rates represents a special and personal arrangement between the Company and certain of its older employees to ensure the maintenance of the wage rates for such older employees. The wage rate schedule should not, therefore, be interfered with, but should

be regarded as the Company's established rates or ranges of rates for the purpose of the Wartime Wages Control Order, 1943, so that when an employee enjoying the "inherited" or higher rate leaves the Company's employ or is moved to some other classification in the Company's service, a new employee is entitled only to the scheduled rate for the occupational classification.

A Finding and Direction will be issued accordingly.
May 22, 1946.

Re: Dominion Steel and Coal Corporation Limited, and United Steelworkers of America, Local 1064

Reasons for Decision

The Union applied to the Regional War Labour Board for Nova Scotia for an Order, directing the Company to establish a minimum earning rate of 64½ cents an hour for all 8-hour employees over 18 years of age, being paid hourly, tonnage or piece work rates, or a combination of such rates, which result in present earnings of 59½ cents to 60½ cents an hour. The Regional Board was also asked to direct increases of 4 cents an hour for all other 8-hour employees over 18 years of age, excepting those employees who were affected by the Direction of the National War Labour Board, dated May 3, 1945 (L.G., June, 1945, p. 820). Corresponding increases were requested for other employees working on shifts of more than 8 hours' duration.

The Regional Board by its Decision of January 8, 1946, dismissed the application. The Union obtained leave to appeal from the Regional Board's Decision and the parties have been heard by us.

On behalf of the appellant, it was argued that the increases requested should be granted in order that the wage rates for the employees concerned be brought into parity with the wage rates in effect at Algoma Steel Corporation, Ltd., Sault Ste. Marie, Ontario, and at Steel Company of Canada Ltd., Hamilton,

Ontario. The same argument was presented to the National Board by this appellant in an appeal which came before the Board in 1945. The factors involved in this appeal are precisely the same as in the 1945 appeal (L.G., July, 1945, p. 955). In that case, the National Board, as then constituted, had this to say:

In the administration of wage control, both under Orders in Council P.C. 5963 and P.C. 9384, this Board does not subscribe to the doctrine that of necessity, wage rates should be equalized or standardized. The fact that one Regional War Labour Board directs an increase in wage rates, does not necessarily justify a Regional Board in another Province in directing a similar increase. The fact that wage rates in an industry may not be uniform, or have not been equalized in all sections of Canada, does not, in itself, indicate a gross inequality or gross injustice within the meaning of the Order in Council.

In the opinion of the majority of the National Board, nothing has been submitted in this appeal that would justify a departure from the National Board's previous Decision.

The Board therefore confirms the Regional Board's Decision and dismisses the appeal. There will be a Finding and Direction accordingly.

Note: Mr. J. A. McClelland, Member of the Board, dissents from the foregoing Reasons for Decision.
May 30, 1946.

Re: Algoma Steel Corporation Limited, Sault Ste. Marie, Ont., and International Association of Machinists, Lodge 485

Reasons for Decision

This is an appeal by the Company from a Decision of the Ontario Regional War Labour Board dated March 6, 1946. In that Decision the Regional Board directed the Company to increase wage rates for the classifications of Machinists, Fitters and Drill Hands. Whereas the Union requested the Regional Board to direct the Company to increase the said wage rates by 5 cents an hour, the Regional Board directed the Company to pay employees in

the three classifications at the same rate. This Direction had the effect of increasing wages of the Machinists and Fitters by 2½ cents an hour and of Drill Hands by 27½ cents an hour.

It is obvious that the Regional Board was not aware of the fact that at the time of the application the rate for Drill Hands was 25 cents an hour below that for the other two classifications. It is our view that no case has been made out in support of the request for an increase for the Drill Hands.

In April, 1944, the Ontario Board rejected a previous application of the Union for increases in the rates for Machinists and Fitters. That application was based upon a comparison of the rates paid to Machinists and Fitters in other Companies. The Regional Board's Decision was appealed by the Union and in this Board's Reasons for Decision, May 10, 1945 (L.G., June, 1945, p. 823), the National Board had this to say:

The rate now being paid to Machinists and Engine Fitters is 92½ Cents. The rate adopted by this Board for Journeymen in other maintenance classifications is 90 cents. The Union, however, argued that the rate for Machinists and Engine Fitters should be established by comparison with the rate being paid in other industries. We do not think that this argument will prevail against the necessity of keeping all employees in the maintenance group in line with the rates recently adopted. On that basis, there would seem to be no alternative but to dismiss the appeal.

The Company argued in this appeal that since the Decision of the National Board on May 10, 1945, there has been no change in the surrounding circumstances nor in the law as would justify or compel the abandonment of the policy then established, namely "the necessity of keeping all employees in the maintenance group in line with the rates recently adopted". There was no evidence presented to us to indicate any change in conditions or circumstances in respect of the two classifications in question that would justify a reversal of our Decision of May 10, 1945.

In view of the foregoing, we must allow the appeal and revoke the Regional Board's Decision. There will be a Finding and Direction accordingly.

May 29, 1946.

Re: Corporation of Penticton, Penticton, B.C. and International Brotherhood of Electrical Workers

Reasons for Decision

With leave of the Regional War Labour Board for British Columbia, the Corporation appeals from two Findings and Directions of that Board, dated April 5, 1946, and April 10, 1946.

On the application of the Union, the Regional Board directed the Corporation to increase the wage rates for certain occupational classifications in respect of the Corporation's employees employed in the distribution of electric power. The Finding and Direction directing such increases in wage rates was issued on April 5, 1946. Subsequently, on April 10, 1946, apparently without notice to the Corporation, the Regional Board decided that the wage rates granted in its Finding and Direction of April 5 were inadequate and, by another Finding and Direction, ordered the Company to pay wage rates which are higher than those stated in its Finding and Direction of April 5.

A careful study of all relevant material in this case leads us to the conclusion that the Regional Board made a thorough investigation of wage rates generally prevailing for the same or comparable occupational classifications in substantially similar localities.

Such investigation by the Regional Board apparently convinced them that the rates paid to the Corporation's employees are low in comparison with rates of other organizations which distribute power in localities similar to Penticton. We have made a careful comparison of relevant wage rates and have made allowance for wage rates in dissimilar localities. We are of the opinion that the Regional Board was justified in reaching the conclusion which it did, and that the said Board exercised reasonable discretion in the application of Section 20 (1) (a) of the Wartime Wages Control Order, 1943, Order in Council P.C. 9384, as amended.

It is unfortunate that the Regional Board reconsidered this case without giving prior notice to the Corporation. We do not find, however, that the Corporation has been prejudiced in any way by this action, nor do we think that such reconsideration resulted in any injustice to the Corporation.

Under the circumstances, therefore, we consider it reasonable to dismiss the appeal of the Corporation.

Finding and Direction will be issued accordingly.

May 30, 1946.

Re: Royalite Oil Company, Limited, and the Joint Industrial Council of Royalite Oil Company Limited, Calgary, Alta.; Madison Natural Gas Company, Limited, and the Joint Industrial Council of Madison Natural Gas Company Limited, Calgary, Alta.; Valley Pipe Line Company, Limited, and the Joint Industrial Council of Valley Pipe Line Company Limited, Calgary, Alta.

Reasons for Decision

On November 16, 1945, the Companies and the Unions entered into collective agreements, which agreements provided, inter alia, for the reduction in the work week from 48 to 40 hours and for an increase of 10 per cent in hourly wage rates. On January 19, 1946, the parties applied to the Regional War Labour Board for Alberta for permission to implement the collective agreement as and from November 16, 1945. The Regional Board, on March 7, 1945, approved the agreements, but with effect from February 16, 1946. The parties now join in an appeal from the Regional Board's Decision and ask that the effective date of that Board's Decision be November 16, 1945.

Nowhere in the submissions before the Regional Board was it shown or even alleged that the proposed adjustment in wage rates

was necessary to rectify gross injustice or gross inequality. The Regional Board was, therefore, without power to approve the application under Wartime Wages Control Order, 1943, prior to February 15, 1946. On that date, P.C. 348 came into effect and amended the said Order. It was in pursuance of that amendment, and not otherwise, that the Decision under appeal was made.

It is obvious that the Regional Board concluded that it would be improper to provide as the effective date of its Decision, any date prior to the effective date of the amendment under which the Board's power to make the Decision was obtained. With this conclusion we are obliged to agree.

The appeal is dismissed. There will be a Finding and Direction accordingly

May 30, 1946.

Re: Coleman Lamp and Stove Company, Limited, Toronto, Ont.

Reasons for Decision

With leave of the Regional War Labour Board for Ontario, the Company appeals from a Decision of that Board dated January 4, 1946. That Decision was made upon an application by the Company for permission to adjust ranges of rates for twelve occupational classifications. This appeal concerns six of the occupational classifications, namely, Production Engineer, Schedule and Production Manager, Purchasing Agent, Personnel Manager, Time Study Supervisor and Process Chemist and Supervisor of Sub-contracts.

The incumbent in each of the first three named occupational classifications is in receipt of a salary in excess of \$250.00 per month and the employer proposes to pay the Personnel Manager within a range, the low of which is \$250.00 per month. Wartime Wages Control Order, 1943, provides in effect, that whenever an employee is in receipt of a salary in excess of \$250.00 per month, it must be presumed that he is above the rank of foreman, unless the nature of his duties and

responsibilities and his relationship to other employees indicates clearly that he is not above such rank.

The submissions on appeal as the same concerning the Production Engineer, Schedule and Production Manager, Purchasing Agent and Personnel Manager, do not rebut the presumption above mentioned. We are therefore obliged to declare that each of the incumbents in these classifications is above the rank of foreman and subject to Wartime Salaries Order P.C. 1549.

We are prepared to declare that the Time Study Supervisor and Process Chemist, and the Supervisor of Sub contracts are of the rank of foreman. Moreover, we hold that the appellant has indicated sufficient grounds in support of the ranges of wage rates requested.

The appeal is allowed to the extent above indicated. There will be a Finding and Direction to provide formal effect to the foregoing conclusions.

May 31, 1946.

Re: The John Bertram and Sons Company, Limited, and the International Association of Machinists, Lodge 1740

Reasons for Decision

With leave granted by the Regional War Labour Board for Ontario the Company appeals from two decisions of that Board dated

January 8, 1946, made in respect of the Company and its Pratt and Whitney Division. The decisions were made upon applications by the Lodge for directions which would

require the Company to increase the bottoms of the rate ranges in some cases and to increase the entire ranges in others. The Regional Board was also requested to direct increases in single rates for apprentices.

While the applications were being developed by the Regional Board, an Industrial Relations Officer, on the instructions of the Board, investigated the matters at issue. It is evident that his recommendations, upon which the Regional Board's Decisions were based, were designed to narrow the ranges of rates in question. It should here be pointed out that on March 31, 1944, upon a joint application by the Company and the Lodge, the Regional Board authorized the Company to increase the tops of the ranges of rates then in effect. The joint action taken in 1944 produced ranges of rates which in our view are too wide. The Regional Board's decisions, now under appeal, restored substantially the spreads which existed before the 1944 decisions. The ranges directed by the Regional Board in its Decisions of January 8, 1946, cannot be regarded as narrow, and we are not disposed to disturb them.

The Regional Board directed the Company to increase the single rates for apprentices by amounts varying from 5 to 11 cents an hour. Apparently the Regional Board in so deciding, relied upon a report on a certain survey. With much respect, we do not regard the evidence on this point, and upon which the direction was made, as sufficient to warrant the increases. The rates and step increases in effect for the apprentices in the Company's plants, prior to the effective date

of the Decisions under appeal, compare favourably with those in plants of comparable employers in the same of comparable locality.

The result of our Decision is that the Company's appeal concerning the adjustment of ranges of rates for hourly rated employees, other than apprentices, is dismissed, but we allow the appeal on the question of the single rates for apprentices.

It should here be said that the Regional Board did not grant the Lodge's application in full. The Lodge, in its counter-submissions, requested the National Board to consider its original applications. This request might be taken to mean that the Lodge seeks relief by way of a cross appeal. The request was not supported by evidence upon which any action could be taken by this Board. The Lodge did not press this part of its submissions during the hearing. However, to avoid misunderstanding and to clear the record on this point, we dismiss the cross appeal.

The Company criticized the action of the Regional Board in disposing of the cases in question without first conducting a formal hearing as was requested by the Company. It is our view that such requests should be honoured in all cases. However, after examining the material contained in the Regional Board file, it is only right to say that the Regional Board had before it practically the same arguments, statements and other material as were presented to us. We fail to see where or in what manner the Company was prejudiced by the Regional Board's oversight.

June 3, 1946.

Industrial Disputes and Conciliation

Introduction

THE *Industrial Disputes and Conciliation* section contains monthly articles dealing with proceedings under the National Wartime Labour Relations Regulations and with proceedings under the Conciliation and Labour Act and other legislation.

Under the Wartime Labour Relations Regulations, P.C. 1003, the Government has extended its jurisdiction over employer-employee relations which are normally exclusively within the provincial field to the extent considered necessary to cover adequately employers and employees in industries "essential to the efficient prosecution of the war", but without attempting to include other industry which has not a direct bearing on war production. In so far as these latter industries are concerned, each province can make its own decision as to whether or not they shall be brought under the Regulations.

Agreements have been made under the Regulations between the Dominion and every

province except Alberta and Prince Edward Island providing for the setting up of provincial agencies for the administration of the Regulations.

The work of the Wartime Labour Relations Board (National) is here described in two separate articles. The first deals with applications made by unions for certification and their disposition by the Board; the second describes conciliation proceedings under the Regulations and includes the reports of Boards of Conciliation.

Conciliation proceedings are also carried on by the Industrial Relations Branch of the Department of Labour under the provisions of the Conciliation and Labour Act which empowers the Minister to inquire into the causes and circumstances of a dispute, to take such steps as seem expedient for the purpose of bringing the parties together, and to appoint a conciliator or an arbitrator when requested by the parties concerned; and under P.C. 4020.

Applications for Certification Under the Wartime Labour Relations Regulations

THE Wartime Labour Relations Board (National) met for three days during the month of May. During this period the Board received nine applications, held six hearings, issued five certificates designating bargaining representative, ordered one representative vote, and rendered decisions in six appeal cases.

Certificates Issued

Five applications for the certification of bargaining representatives were approved by the Board and certificates issued, as below:—

1. Mr. C. T. O'Sullivan and Misses Mamie May, Ruth E. Morrison and F. G. Whelan and the *Accounting Employees' Association* for the employees employed in the Accounting Departments of the *Bell Telephone Company of Canada* in the following classifications: Accounts Inquiry Clerk, Addressing Clerk, Addressing Machine Clerk, Addressing Typists, Advance Payment Clerk, Assembly

Clerk, Cash Additions Verification Clerk, Cash Assignment Clerk, Cash Control Clerk, Check Ticket Verification Clerk, Coin Box Ticket Clerk, Collect Ticket Clerk, Computing Machine Clerk, Control Records Clerk, Custom Work Clerk, Distributors, Estimate Clerk, Filing Clerk, Foreign Settlement Clerk, General Books Clerk (save and except General Books Clerks in the offices of the Statistician or the General Accountant), Hotel Attended Ticket Clerk, Inventory Clerk, Invoice Clerk, Journals and Reports Clerk, Junior Statistical Clerk (save and except Junior Statistical Clerks in the offices of the Statistician or the General Accountant), Labour Clerk, Labour Distribution Clerk, Machine Billing Clerk, Machine Billing Verification Clerk, Mailing Clerk, Material Clerk, Material Distribution Clerk, Northern Electric Bills Clerk, Northern Electric Distribution Clerk, Office Junior, Order Clerk, Order Verification Clerk, Payment

Record Clerk, Payroll Clerk (save and except Payroll Clerks who have access to Special General payroll records), Payroll Deduction Clerk, Payroll Report Clerk, Plant Classification Clerk, Plant Measurement Clerk, Plant Records Clerk, Plant Unit Clerk, Production Records Clerk, Rate and Station Clerk, Replacement Clerk, Reports Clerk (save and except Reports Clerks who at times act as secretaries), Results Clerk, Revenue Statistical Clerk, Senior Clerks (save and except Senior Clerks in the offices of the Statistician or the General Accountant, or who have access to Special General payroll records), Special Accounts Clerk, Special Order Clerk, Special Services Accounts Clerk, Subscribers' Accounts Clerk, Supervising Computing Machine Clerk, Statement Typist (save and except Statement Typists in the offices of the Statistician or the General Accountant), Stationery Clerk, Stenographer (save and except Stenographers who at times act as secretaries), Tax Record Clerk, Toll Analysis Clerk, Toll Billing Clerk, Toll Inquiry Clerk, Toll Order Clerk, Toll Rate Checker, Toll Settlement Clerk, Toll Totaller, Trial Balance Clerk, Typist, Voucher Clerk, Zone Message Clerk. Chief Stenographers were excluded from the unit for which application was made.*

2. Messrs. T. McGregor, S. H. Eighteen, F. H. Gillespie, W. J. Smith and W. H. Thompson and the *Canadian Brotherhood of Railway Employees and Other Transport Workers* for the employees of the Regional Bureau of Operating Statistics, Canadian National Railways, Winnipeg, Manitoba. The Chief Statistical Clerk and Assistant Chief Statistical Clerk were excluded from the bargaining unit*

3. Messrs. Robert McDougall, D. MacGillivray, Alex Young and Andrew Tate and *Bartenders, Hotel Service and Restaurant Employees Union Local 796, Hotel and Restaurant Employees, International Alliance and Bartenders International League of America* for employees of the *Canadian Pacific Railway Company* engaged in its lunchcounter and dining room at *Moose Jaw, Saskatchewan*.*

4. Messrs. W. J. Smith, Gerald Devine, M. S. Weekes, J. A. Mackay, L. Lelay and M. Caron and the *Canadian Brotherhood of Railway Employees and Other Transport Workers* for employees below the rank of Foreman employed by *Colonial Coach Lines Ltd., Montreal, P.Q.*, in its operating and maintenance departments in the Provinces of Ontario and Quebec.*

5. Messrs. Edward Ervine, Wilfred Gloucher and Bruce Grigg and *Local 23736, Federal Labour Union (A.F. of L.)* for the grain

trimmers, namely; Power Shovel Garmen, Tripline Operators, Lead Blockmen and Shovellers employed by *Goderich Elevator and Transit Co., Limited, Goderich, Ont.* Foremen were excluded from the bargaining unit.*

Application for Certification Rejected

Brotherhood of Maintenance of Way Employees and Niagara, St. Catharines and Toronto Railway, Toronto, Ontario (L.G., May, 1945, p. 664). Following an investigation of the application and a public hearing, the Board rejected the application for the reason that the proposed bargaining unit was considered inappropriate.

Representation Vote Ordered

Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees and Canadian Pacific Railway Company, Regina, Saskatchewan (L.G., April, 1945, p. 462). Following an investigation and a public hearing, Mr. H. S. Johnstone, Industrial Relations Officer, Winnipeg, Manitoba, was appointed by the Board to act as returning officer in a vote of the personnel in the Superintendent's Office of the *Canadian Pacific Railway Company, Regina, Saskatchewan*.

Applications for Certification Received During the Month of May, 1946

1. *Canadian Brotherhood of Railway Employees and Other Transport Workers* on behalf of certain employees of the *Canadian National Railways* employed in the *Bessborough Hotel, Saskatoon, Saskatchewan*.

2. *Canadian Brotherhood of Railway Employees and Other Transport Workers* on behalf of express employees of *F. J. Murray (Railway Express Joint Commission Agent, Canadian National Railways and Canadian Pacific Railway Company), Kirkland Lake, Ontario*.

3. *International Longshoremen's and Warehousemen's Union, Local 507*, on behalf of Grain Liners, Scalers, Washers, etc., of the *Canadian Stevedoring Company, Limited, Vancouver, B.C.*

4. *International Longshoremen's and Warehousemen's Union, Local 507*, on behalf of Grain Liners, Scalers, Washers, etc., of the *Empire Stevedoring Company, Limited, Vancouver, B.C.*

5. *International Longshoremen's and Warehousemen's Union, Local 507*, on behalf of Grain Liners, Scalers, Washers, etc., of the

* Following investigation of the application.

Louis Wolfe and Sons (Vancouver) Limited, Vancouver, B.C.

6. *Brotherhood of Maintenance of Way Employees* on behalf of Coal Chute Operators and Coalmen in the Provinces of Manitoba and Saskatchewan employed by *Mr. Roland McMillan, Canadian Pacific Railway Coal Contractor, Winnipeg, Manitoba.*

7. *The Order of Railroad Telegraphers, System Division No. 43* on behalf of Chief Despatchers, including Night Chief Despatchers, and Assistant Chief Despatchers employed on the *Western Region of the Canadian National Railways, Winnipeg, Manitoba.*

8. *The Order of Railroad Telegraphers, System Division No. 1* on behalf of Chief Despatchers including Night and/or Assistant Chief Despatchers employed on the *Central and Atlantic Regions of the Canadian National Railways, Toronto, Ontario, and Moncton, New Brunswick.*

9. *Brotherhood of Painters, Decorators and Paperhangers of America, Local Union No. 138* on behalf of Painters employed by the *Pacific Drydock Company Limited (formerly, North Van Ship Repairs Limited), North Vancouver, B.C.*

Decisions of Board in Appeal Cases

1. On May 20, the Board issued Reasons for Judgment on the appeal of the *Federation of Civic Employees Central Council* from a decision of the Manitoba Wartime Labour Relations Board granting certification of bargaining representatives appointed by *Locals 1037 and 1129 of the International Brotherhood of Electric Workers* for certain groups of craft workers in the employ of the City of Winnipeg Hydro Electric System and Municipal Signal Department.

The Manitoba Board had accepted as appropriate the group of craft employees designated by the International Brotherhood of Electrical Workers for the Reason that it had for a considerable number of years enjoyed a bargaining status for such employees with the City of Winnipeg.

The Federation contended that the Manitoba Board had fixed employee units which were not appropriate for collective bargaining as there were identical craft classifications in the City's employ which were excluded from the certified bargaining unit.

In its judgment, the National Board pointed out that the effect of the certification was to exclude employees, without apparent reason, who were in the same occupational classifications in other branches of the City Hydro

Electric System. Furthermore, the Board added, other classifications of employees which, according to trade union practice appeared to be equally part of the electrical craft, were also excluded.

The Board decided that the appeal should be allowed, the certification set aside and the applications for certification rejected without prejudice to any further application which might be made for the certification of bargaining representatives for an appropriate bargaining unit.

2. Following a hearing the Board dismissed the appeal of the *Winnipeg Electric Employees Federated Council, One Big Union*, from the decision of the Manitoba Wartime Labour Relations Board certifying *Locals 435 and 1037, International Brotherhood of Electrical Workers* as bargaining representatives for employees of the *Winnipeg Electric Company* in the following electrical craft classifications, namely: meter repairers, meter installers and all apprentices; foremen, sub-foremen, lamp trimmers, troublemen, linemen, cablemen and all apprentices.

An investigation made by the Board revealed that the above classifications comprised all the electrical craft classifications, with two minor exceptions, of workers in the railway distribution, overhead lines, light and power and electric meter departments of the electric utility of the Company and that in each such department the International Brotherhood of Electrical Workers had a majority in each classification covered by the certification. Evidence was produced before the Board to show that the International Brotherhood of Electrical Workers had organized the groups of employees covered by the certification and had bargained for them with the Company since 1918. The Board dismissed the appeal.

3. On May 22, the Board issued Reasons for Judgment on the appeal of *Local 852, Milk Drivers and Dairy Workers Union* from a decision of the Ontario Labour Relations Board rejecting the application for certification of bargaining representatives submitted by the Union.

The *Windsor Milk Drivers and Dairy Workers Union* had also made application for certification of bargaining representatives. Both applications were dismissed by the Ontario Board for the reason that neither union had obtained the support of a majority of the employees affected. In dismissing the applications the Ontario Board followed the

decision of the National Board in the Wright-Hargreaves Case. (L.G., March 1945, p. 290.)

Citing its decision in the Wright-Hargreaves case, the Board dismissed the appeal.

4. Following a hearing, the Board dismissed the appeal of a number of *Coal Dock Operating Companies* in Toronto from a decision of the Ontario Labour Relations Board certifying bargaining representatives selected by the *International Union of Operating Engineers* for a number of classifications of employees engaged in dockyard operations by each of the Companies.

The appellants objected to the separate certifications issued by the Ontario Board with respect to the employees of each Company. It was argued that the Board should have established one bargaining unit consisting of the employees in dockyard operations of all the Companies since such operations are carried on in common.

The Union took the position that in view of past experience in negotiations with the employers' association certification on a multiple-employer unit basis was not satisfactory.

In its judgment, the National Board pointed out that Section 5 subsection 3 of the War-time Labour Relations Regulations, P.C. 1003, provided for certification of bargaining representatives for employees of several employers but this provision applied only "where more than one employer and their employees desire to negotiate a collective agreement." In this case, the employees were not willing to negotiate on this basis, and in the absence of consent on both sides, there was no authority for the Board to establish a bargaining unit involving a number of employers. On this ground the Board decided that the appeal had failed.

5. On May 22 the Board issued Reasons for Judgment on an application by the *International Typographical Union* for intervention by the Board with a view to the completion of a collective bargaining agreement between the *Southam Company, Limited, Montreal, P.Q.*, and the Union covering groups of employees in each of the several newspaper plants operated by the Company at Ottawa, Hamilton, Winnipeg, Edmonton and Vancouver. In argument before the Board, it was established that collective bargaining and resulting agreements covering groups of employees in each newspaper establishment at these points had been undertaken previously on a local plant basis between the local union

chartered by the *International Typographical Union* and the local newspaper management of the Company.

The union stated that as a matter of future policy it desired to negotiate with the head office management of the Company with respect to certain basic labour conditions in the agreements with the newspaper establishments of the Company in the several Provinces.

The Company stated that it was prepared to negotiate for the renewal of expired or expiring agreements held with locals of the union on a local newspaper plant basis but was not prepared to negotiate with the union on other than a local plant basis.

In its Reasons for Judgment the Board pointed out that the Regulations required an employer to bargain with authorized bargaining representatives of employees with a view to the completion of a collective agreement and provided for the intervention of the Board on request of either party. Bargaining must be undertaken in good faith where the appropriateness of the bargaining unit and the right of the bargaining representatives to bargain on behalf of employees in such bargaining unit have been established either by virtue of certification under the Regulations or, in the alternative, where the organization has, as a party to an existing agreement covering the employees in such bargaining unit, thus established recognition of its authority to represent the employees affected in new negotiations.

In the opinion of the Board, it was necessary for the union to become certified on a multiple-plant basis before the Company could be obliged to negotiate on such a basis.

In the circumstances, the Board stated it had no authority to intervene and the application was accordingly dismissed.

6. Following a hearing, the Board dismissed the appeal of the Trustees of the *Queen Elizabeth Hospital* from a decision of the Ontario Labour Relations Board which established as appropriate a unit of all engineers, firemen and helpers employed by the Hospital.

In dismissing the appeal, the National Board decided that the decision given by the Ontario Board was within the discretionary powers of that Board. The Board announced that Reasons for Judgment will be issued at a later date.

The texts of the Board's Reasons for Judgment in the appeals appear hereunder.

Between: The Federation of Civic Employees Central Council, Appellant (Intervener), and The City of Winnipeg Hydro Electric System and the City of Winnipeg Fire Alarm and Police Signal Mechanical Department (Outside) of Winnipeg, Respondent, and The International Brotherhood of Electrical Workers, Locals 1037 and 1129, Respondent (Petitioner).

The Board consisted of the Vice-Chairman and Messrs. Best, Complin, Deschamps, Mosher, Picard and Taylor.

Reasons for Judgment

This is an appeal by leave of the Manitoba Board from certifications granted by the Manitoba Labour Relations Board of bargaining representatives appointed by Locals 1037 and 1129 of the International Brotherhood of Electrical Workers for certain groups of craft workers in the employ of the city of Winnipeg.

The appellant contends that the Manitoba Board has fixed employee units which are not appropriate for collective bargaining as there are identical craft classifications in the City's employ which are outside of the certified bargaining units. The appellant further claims that there should be only one bargaining unit for all electrical craft workers in the City Hydro Electric Utility and the City Signals Utility.

The Manitoba Board, in this instance, accepted as appropriate the groups of craft employees designated by the respondent union holding that "it has for a considerable number of years enjoyed a bargaining status in respect of the actual groups of employees practising distinctive crafts within the general electrical field, that it has upwards of thirty distinctive crafts within the general electrical field for which separate locals are provided and that within the city staff two such operate, each with its own officers".

This Board is of opinion that in order to warrant recognition as an appropriate craft bargaining group for the purpose of certification under the provisions of Section 5 (4), the applicant group should ordinarily cover those employees in the employee unit who comprise the classifications recognized under trade union practice as constituting a craft group. In determining the scope of the employee craft group appropriate for collective bargaining the same may be established either on the basis of past collective bargaining practices in the employer's establishment or, failing this, on the basis of other considerations which normally apply in determining

the scope of the employee bargaining unit. The purpose of the subsection is to preserve the identity and bargaining rights and interests of craft groups but, on the other hand, the provisions of the subsection are not designed to merely protect the interests of a craft union in a plant without consideration of the identity and community of interest of the group of employees in the establishment or appropriate part thereof comprising the craft therein.

In the present case, the effect of the certifications is to exclude from the bargaining units, employees in the same occupational classifications in other branches of the City Hydro Electric System without apparent reason. Moreover, other occupational classifications of employees which, according to established trade union practice, appear to be equally part of the same electrical craft group, are excluded without apparent reason.

The groups certified have evidently been defined by the respondent union having regard for the present strength of the respondent union in the selected employee units and occupational classifications but it has not been established that these groups of employees are entitled to recognition as appropriate craft bargaining units upon the basis of either established collective bargaining practices in the employer's establishment or otherwise.

For the above reasons, the Board decides that the appeal should be allowed, the certifications set aside and the applications for certification rejected. This is without prejudice to any further application which may be made for the certification of bargaining representatives for an appropriate bargaining unit.

(Sgd.) A. H. BROWN,
Vice-Chairman for the Board.

L. MITCHELL, Esq.,
For the Appellant (Intervener)

J. L. McBRIDE, Esq.
H. C. TRACY, Esq.
For the Respondent (Petitioner)

Dated at Ottawa, May 20, 1946.

Between: The Winnipeg Electric Employees Federated Council, One Big Union, Appellant (Intervener) and The Winnipeg Electric Company, Winnipeg, Respondent, and The International Brotherhood of Electrical Workers, Locals 435 and 1037, Respondent (Petitioner).

The Board consisted of the Vice-Chairman and Messrs. Best, Complin, Deschamps, Mosher, Picard, Taylor.

Reasons for Judgment

This is an appeal from a decision of the Manitoba Labour Relations Board from the certifications of representatives of Locals 435 and 1037, International Brotherhood of Electrical Workers as bargaining representatives for employees in the following electrical craft classifications, namely: meter repairers, meter installers, and all apprentices; foremen, sub-foremen, lamp trimmers, troublemen, linemen, cablemen and all apprentices.

A check made by this Board shows that these classifications comprise all the electrical craft classifications of workers in the Railway Distribution, Overhead Lines, Light and Power, and Electric Meter departments of the Electric Utility of the Company, and that in each such department the International Brotherhood of Electrical Workers has a majority of craft workers as well as a majority in each classification covered by the certification. There are two minor exceptions,

namely: a signal maintenance man and assistant signal maintenance man who are, however, already covered by a certification issued to the One Big Union.

Evidence goes to show that the International Brotherhood of Electrical Workers has had the groups of employees covered by the certifications organized and has had bargaining rights therefor with the Company since 1918.

In view of the foregoing, this Board decides that the appeal fails.

The Board is not called upon to decide whether or not the bargaining unit is appropriate on any other basis.

(Sgd.) A. H. BROWN,
Vice-Chairman for the Board.

R. B. RUSSELL, Esq.

S. SHEE, Esq.

F. MARTIN, Esq.

for Appellant (Intervener)

H. C. TRACY, Esq.

for Respondent (Petitioner)

Dated at Ottawa, May 20, 1946.

Between: The Milk Drivers and Dairy Workers Union, Local 852, Appellant (Intervener), and The Borden Company Limited (Walkerside Division), Windsor, Respondent, and The Windsor Milk Drivers and Dairy Workers Union, Respondent (Petitioner).

The Board consisted of the Vice-Chairman and Messrs. Best, Complin, Hills, Mosher, Picard and Taylor.

Reasons for Judgment

This is an appeal by leave of the Ontario Labour Relations Board from a decision of that Board dismissing the application for certification of bargaining representatives filed by the appellant-intervener union.

The respondent-petitioner union had also made application for certification of bargaining representatives but both applications were dismissed for the reason that neither union obtained the support of a majority of the employees affected as required by the Regulations.

In dismissing the applications the Ontario Board followed the decision of this Board in the Wright-Hargreaves case (D.L.S. 7-542).

The issues raised in this appeal have been fully argued and considered by this Board on a number of previous occasions and the practice under the Regulations on this matter is well settled.

Following the decision of this Board in the Wright-Hargreaves case cited above, the appeal is dismissed.

(Sgd.) A. H. BROWN,
*Vice-Chairman,
for the Board.*

C. L. DUBIN, Esq.

for Appellant (Intervener).

G. L. FRASER, Esq., K.C.

for Respondent.

H. ORLIFFE, Esq.

for Respondent (Petitioner).

Dated at Ottawa, May 22, 1946.

Between: Canada Coal, Limited, Cargo Dockers, Limited, Century Coal Co., Ltd., Empire-Hanna Coal Co., Ltd., Halliday Coal Docks, Limited, Harbour Coal Company Limited, Ontario Dock & Forwarding Co. Ltd., The Milnes Coal Co., Limited, Toronto Fuels, Limited, The F. P. Weaver Coal Co., Limited, Appellants, and The International Union of Operating Engineers, Local 793, Respondent (Petitioner).

The Board consisted of the Vice-Chairman and Messrs. Best, Complin, Hills, Mosher, Picard and Taylor.

Reasons for Judgment

This is an application for leave to appeal by a number of coal companies from a decision of the Ontario Labour Relations Board certifying the bargaining representatives selected by the International Union of Operating Engineers for a number of classifications of employees engaged in dockyard operations by each of the companies. The appellants object to the separate certifications issued by the Ontario Board with respect to the employees of each company on the ground that the Board should have established one bargaining unit consisting of the employees in the said classifications of all the said companies since the operations are carried on in common at the dockyards. In support of this, the appellants stated that the Fuel Dock Branch of the Board of Trade of the City of Toronto, an Association composed of representatives of the coal dock operators of the City of Toronto, had represented the appellant companies in all employer-employee negotiations over a period of years and that the necessity of negotiating separate agreements with the union by each company would be cumbersome in view of the small number of employees involved and the community of interest as between the operations of all companies. It was stated that the employees of each company affected are directly employed and paid by the Company involved.

The respondent union takes the position that in view of past experience in negotiation with the employers' organization, cer-

tification on a multiple-employer unit basis would be unsatisfactory and is unacceptable.

Section 5, subsection (3) of the Regulations provides for certification of bargaining representatives for employees of several employers but this provision applies only "where more than one employer and their employees desire to negotiate a collective agreement". In this case, the employees are not willing to negotiate on this basis and, in the absence of consent on both sides, there is no authority for the Board to establish a bargaining unit involving compulsory collective bargaining on this basis. For this reason, the appeal on this ground fails.

The appellants raised at the hearing some question as to whether the respondent union had the support of a majority of employees in the bargaining unit in the case of four of the companies. The Ontario Board has made a specific finding of fact after investigation that the union had a majority support in the case of each company and this Board is not prepared to disturb these findings on the basis of evidence furnished by the appellants at the hearing.

Leave to appeal is granted but the appeal is dismissed.

(Sgd.) A. H. BROWN,
*Vice-Chairman
for the Board.*

R. V. HICKS, Esq.
F. D. TOLCHARD, Esq.
C. P. HOTCHKISS, Esq.
for Appellants.

J. WEDGE, Esq.
J. SAYEAU, Esq.
for Respondent (Petitioner).

Dated at Ottawa, May 22, 1946.

Between: The International Typographical Union, Applicant, and The Southam Company Limited, Montreal, Respondent.*

The Board consisted of the Vice-Chairman and Messrs. Best, Complin, Hills, Mosher, Picard and Taylor.

Reasons for Judgment

This is an application by the International Typographical Union to the Board for intervention with a view to the completion of a collective agreement between the Southam

Company Limited and the Union covering groups of employees in each of the several newspaper plants owned and operated by the Company at Ottawa, Hamilton, Winnipeg, Edmonton and Vancouver.

Collective bargaining for the said groups of employees in each newspaper establishment

* See elsewhere in this issue, p. 773.

at these points has heretofore been undertaken on a local plant basis between local unions chartered by the applicant union and the local newspaper management of the Company and all collective agreements between the Company and such locals have been local plant agreements.

The applicant states that as a matter of future policy it proposes and desires to negotiate with the Head Office Management of the Company for a master agreement covering the aforesaid newspaper establishments of the Company in the several provinces but that the Company refuses to negotiate on this basis. This proposal, the union states, is in accordance with its policy in negotiating with newspaper chains in the United States and is necessary in order to maintain uniformity in the terms and administration of agreements covering its members. The Board's intervention is requested with a view to requiring the Company to negotiate with the Union on this basis.

The Company states that it is prepared to negotiate for the renewal of expired or expiring agreements held with locals of the union on a local newspaper plant basis but is not prepared to negotiate with the union on other than a local plant basis. It states that in accordance with the past practices and present policy the local management of each of its newspaper enterprises has full autonomy in the matter of employee relations and collective bargaining with employees engaged therein as well as in direction of editorial policy. All collective bargaining has been carried on and agreements negotiated on a local plant basis. The Company further states (1) the Ottawa local typographical union has been certified under P.C. 1003 by the Ontario Labour Relations Board as bargaining representatives of the employee unit in the Ottawa Citizen; (2) the Winnipeg local typographical union no longer represents employees in the Winnipeg Tribune plant; (3) there is an existing agreement with the Edmonton local of the union negotiated in November, 1945; (4) the existing agreement between the Vancouver local of the union and the Company negotiated in Novem-

ber, 1945, will not terminate until June 4, 1946.

The Regulations require an employee to bargain with authorized bargaining representatives of employees with a view to the completion of a collective agreement and provide for the intervention of the Board, on request of either party. Bargaining must be undertaken in good faith where the appropriateness of the bargaining unit and the right of the bargaining representatives to bargain on behalf of employees in such bargaining unit have been established either by virtue of certification under the Regulations (see Sec. 10, 11 and 12 of the Regulations) or, in the alternative, where the organization has as a party to an expiring agreement covering the employees in such bargaining unit thus established recognition of its authority to represent the employees affected in new negotiations (see Sec. 16 of the Regulations).

In the present case, the union's bargaining rights with respect to a bargaining unit have been established as provided in Section 16 for local units only. Therefore it is clear that in order to invoke the provisions of the Regulations to compel the Company to bargain with the applicant union with a view to the completion of an agreement covering newspaper establishments of the Company in the several provinces, it would be necessary for the union to first establish its authority to do so by obtaining certification under the Regulations as the bargaining representative of the employees in a single bargaining unit extending to all plants involved.

In the circumstances the Board has no authority to intervene and the application is accordingly dismissed.

(Sgd.) A. H. BROWN,
Vice-Chairman,
for the Board.

C. L. DUBIN, Esq.

H. FINCH, Esq.

for Applicant

A. S. PATILLO, Esq.

P. S. FISHER, Esq.

for Respondent.

Dated at Ottawa, May 22, 1946.

Conciliation Proceedings Under the Wartime Labour Relations Regulations

THE Wartime Labour Relations Regulations provide conciliation machinery to attempt settlements of disputes where negotiations for an agreement following certification of bargaining representatives, or negotiations for the renewal of an existing agreement, have been unsuccessfully continued for thirty days. Disputes of this nature are referred

to the Minister of Labour by the Wartime Labour Relations Board (National) or by the Provincial Boards in their respective jurisdiction. A Conciliation Officer is then appointed to confer with the parties and endeavours to effect an agreement. If the Conciliation Officer is unable to bring about settlement of the matters in dispute and

reports that in his view an agreement might be facilitated by the appointment of a Board of Conciliation, a Board is then established by the Minister of Labour. The duty of such a Board is to endeavour to effect an agreement between the parties on the matter in dispute and to report its findings and recommendations to the Minister.

Assignment of Conciliation Officers

During May, 1946, Conciliation Officers have been assigned to confer with the parties in an attempt to effect an agreement in the following cases:—

City of Brandon, Brandon, Manitoba, and Local No. 803, International Association of Fire Fighters (A.F.L.-T.L.C.). H. S. Johnstone, Conciliation Officer.

City Chevrolet Sales Company Limited, Hamilton, Ontario, and Lodge 1258, International Association of Machinists. William Dunn, Conciliation Officer.

Gibson Brothers (Rock Realty Investments Ltd.), Toronto, Ontario, and Local 204, Building Service Employees International Union (A.F.L.-T.L.C.). F. J. Ainsborough, Conciliation Officer.

Hilton Brothers Limited, Winnipeg, Manitoba, and Local 87, Printing Pressmen's and Assistants' Union (A.F.L.-T.L.C.). H. S. Johnstone, Conciliation Officer.

Lunenburg Sea Products Limited, Lunenburg, N.S., and Local No. 2, Canadian Fish Handlers' Union. H. R. Pettigrove, Conciliation Officer.

Silverwoods Dairies, Limited, Hamilton, Ontario, and Local 422, United Dairy and Creamery Workers (C.C.L.). H. Perkins, Conciliation Officer.

Standard Pattern Works, Hamilton, Ontario, and Pattern Makers' Association of Hamilton and Vicinity. William Dunn, Conciliation Officer.

Agreements Facilitated by Conciliation Officers

In the following cases, reports were received from Conciliation Officers indicating the successful completion of negotiations and the signing of an agreement.

James Davidson's Sons, Ottawa, Ontario, and Local No. 6 (C.C.L.), National Union of Woodworkers. J. L. MacDougall, Conciliation Officer.

Royal Canadian Tobacco Company, Toronto, Ontario, and Local 254, Tobacco Workers International Union (A.F.L.-T.L.C.). William Dunn Conciliation Officer.

Standard Pattern Works, Hamilton, Ontario, and Pattern Makers' Association of Hamilton and Vicinity. William Dunn, Conciliation Officer.

L. A. Young Industries Limited, Windsor, Ontario, and Local 195, United Automobile,

Aircraft and Agricultural Implement Workers of America (U.A.W.-C.I.O.). F. J. Ainsborough, Conciliation Officer.

Century Coal Company, Midland, Ontario, and Local No. 1, National Union of Coal Dock Workers. F. J. Ainsborough, Conciliation Officer. (Case withdrawn.)

Grand Trunk Pacific Development Company, Limited, Prince Rupert, B.C., and Local 510, International Union of Operating Engineers. G. R. Currie, Conciliation Officer. (Case withdrawn.)

Boards Established

During the month, one Board of Conciliation was established but not fully constituted as follows:—

Corporation of the Township of York (York Township Hydro System) and Branch No. 1, National Organization Civic Utilities and Electrical Workers (C.C.L.).

Boards Fully Constituted

During the month, Boards of Conciliation were fully constituted as follows:—

Eaton-Wilcox Limited, Windsor, Ontario.—The Board of Conciliation established to deal with a dispute between Eaton-Wilcox Limited, Windsor, Ontario, and Local 195, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America, was fully constituted on May 17, 1946, with the appointment of His Honour Judge H. E. Fuller, Welland, Ontario, as Chairman of the Board, who was appointed in the absence of a joint recommendation from the other two members of the Board. Mr. B. A. E. Clouse, Kingsville, Ontario, and Mr. C. Dubin, Toronto, Ontario, were appointed on the recommendation of the employer and employees respectively.

International Nickel Company of Canada Limited, Sudbury, Ontario.—The Board of Conciliation established to deal with a dispute between International Nickel Company of Canada Limited, Sudbury, Ontario, and Local 598, Sudbury Mine, Mill and Smelterworkers' Union (International Union M.M.S.W.-C.I.O.-C.C.L.), was fully constituted on May 25, 1946, with the appointment of Honourable Mr. Justice W. D. Roach, Toronto, Ontario, as Chairman of the Board, who was appointed in the absence of a joint recommendation from the other two members of the Board. Mr. R. Biglow, Toronto, Ontario, and Mr. E. B. Joliffe, Toronto, Ontario, were appointed on the recommendation of the employer and employees respectively.

Kirkland Lake Gold Mining Company Limited, Kirkland Lake, Ontario.—The Board of Conciliation established to deal with a dis-

pute between Kirkland Lake Gold Mining Company, Limited, Kirkland Lake, Ontario, and Local 240, International Union of Mine, Mill and Smelter Workers, was fully constituted on May 27, 1946, with the appointment of Mr. J. H. Stitt, Ottawa, Ontario, as Chairman of the Board, who was appointed in the absence of a joint recommendation from the other two members of the Board. Col. J. F. C. Thompson, Ottawa, Ontario, and Mr. Drummond Wren, Toronto, Ontario, were appointed on the recommendation of the employer and employees respectively.

National Steel Car Corporation, Hamilton, Ontario.—The Board of Conciliation established to deal with a dispute between National Steel Car Corporation, Hamilton, Ontario, and Local 2352, United Steelworkers of America (C.I.O.-C.C.L.), was fully constituted on May 31, 1946, with the appointment of Dr. A. Brady, Toronto, Ontario, as Chairman of the Board, who was appointed in the absence of a joint recommendation from the other two members of the Board. Messrs. Norman L. Mathews, and David Archer, both of Toronto, Ontario, were appointed on the recommendation of the employer and employees respectively.

Ontario Steel Products Company, Limited, Gananoque, Ontario.—The Board of Con-

ciliation established to deal with a dispute between Ontario Steel Products Company Limited, Gananoque, Ontario, and Local 3209, United Steelworkers of America (C.C.L.), was fully constituted on May 7, 1946, with the appointment of His Honour J. P. Madden, Ottawa, Ontario, as Chairman of the Board, who was appointed in the absence of a joint recommendation from the other two members of the Board. Mr. E. M. Dillon, Toronto, Ontario, and Mr. H. Cartwright, Kingston, Ontario, were appointed on the recommendation of the employer and employees respectively.

Smith and Stone Limited, Georgetown, Ontario.—The Board of Conciliation established to deal with a dispute between Smith and Stone Limited, Georgetown, Ontario, and Local 526, United Electrical, Radio and Machine Workers of America, was fully constituted on May 20, 1946, with the appointment of His Honour Judge Egerton Lovering, Toronto, Ontario, as Chairman of the Board, who was appointed in the absence of a joint recommendation from the other two members of the Board. Mr. Norman L. Mathews, Toronto, Ontario, and Mr. Weir Reid, Georgetown, Ontario, were appointed on the recommendation of the employer and employees respectively.

Board Reports Received

PURSUANT to the Wartime Labour Relations Regulations, Boards of Conciliation are allowed 14 days in which to make their report. This can be extended, either by the

Minister, or by mutual consent of the representatives of the parties concerned. The following reports were received by the Minister of Labour during May:—

Report of Board in Dispute between Cosmos Imperial Mills, Ltd., Hamilton, Ont., and Local 28, Textile Workers' Organizing Committee (CIO-CCL).

On May 21, 1946, the Minister of Labour received the Report of the Board of Conciliation the personnel of which was as follows: His Honour Judge T. H. Barton, Hamilton, Chairman, appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Messrs. Norman L. Mathews, and C. L. Dubin, both of Toronto, on the nomination of the employer and employees respectively.

Report of Board

To the Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.
DEAR SIR:

The Board of Conciliation appointed by you to deal with the above dispute has com-

pleted its sittings and now submits its report.

After a preliminary meeting of the members of the Board in Toronto, the Board held a hearing in Hamilton on March 14 to hear representations of the parties. The Company was represented by R. R. Evans, K.C., and by A. F. Knight. The Union was represented by Jack Robinson, Organizer; John Wignall, John Robertson, Miss Hilda Pearce, Ray Ruggles, and John Martinson. A very complete brief was presented by the Union and the position of the Company was ably presented by Mr. R. R. Evans, K.C.

Following the hearing in Hamilton, the Board has had two meetings and has discussed the matters in dispute. The questions on which the parties were not in agreement when

the matter came before the Board may be enumerated as follows:

1. Definition of an employee.
2. Hours of work.
3. Overtime.
4. Wages.
5. Vacations with pay.
6. Payment to stewards and committeemen for time spent in connection with grievances.
7. Clause providing for no discrimination, coercion or intimidation.
8. Reservation of Management rights.
9. Grievance Procedure.
10. Seniority.
11. Arbitration.
12. Clause dealing with strikes and lockouts.
13. Request of Union for union shop.
14. Request of Union for compulsory check-off.

For convenience, the Board proposes to deal with these various matters in the order in which they are enumerated above.

1. This arises out of the wording of Article II, Section 2, in the proposed agreement, which reads as follows:

The word "employee" or "employees" wherever used in this agreement shall mean any or all employees in the bargaining units as defined above except as hereinafter provided.

The Union objects to the inclusion of the four last words "except as hereinafter provided". The Board can see nothing in the agreement which would be affected by these words and agrees that "employees" should mean all employees in the bargaining unit with no exceptions. The Board recommends, therefore, that the last four words be deleted from this Section.

2. During the hearing, the Board suggested a compromise draft of Article VIII, Section 1, dealing with hours of work, and both parties agreed to this suggestion and to the substitution of the following section:

It is understood that the present hours of work are as follows: Day shift, Monday to Friday inclusive, 8 hours and 36 minutes per day, Saturday 5 hours. Night shift, 5 nights, Monday to Friday inclusive, of 9 hours and 36 minutes each. These hours may be exceeded pursuant to the existing ruling or any subsequent ruling of the Industry and Labour Board. The Company reserves the right to change the regular hours of work as it may deem expedient but, before doing so, will notify the Union committee and give them an opportunity of making representations to the Company with regard to same.

3. With regard to overtime provisions, the Company wished to continue paying overtime on a weekly basis as at present, while the Union requested that it be put on a

daily basis. In an effort to reconcile the two different viewpoints, the Board unanimously recommends the adoption of the following section in lieu of Article VIII, Section 2, as it appears in the draft:

Time and one-half shall be paid for all authorized hours worked in excess of 48 hours per week, and also for all authorized work performed on Saturday afternoon after twelve o'clock noon, on Sundays or on any of the following legal holidays: New Year's Day, Good Friday, Dominion Day, Labour Day, Thanksgiving Day, Christmas Day; and on Civic Holiday and on Victoria Day if proclaimed as a public holiday, provided that such payment with respect to Civic Holiday and Victoria Day is approved and authorized by the appropriate Board. In weeks in which a public holiday occurs, the regular hours of work which ordinarily would have been worked on such day shall be treated as having been worked in computing the 48 hours for the purpose of figuring overtime. Exceptions to the above are those cases in which Sundays and holidays work form part of an employee's regular working week. Any employees in such occupations will be paid at the rate of one and one-half times their regular rate for any hours worked in excess of 48 hours per week.

No employee shall be required to lay off during regular working hours for the purpose of absorbing overtime. In the event of an emergency requiring a shut-down where employees are obliged to lay off and then work overtime, during the same week, to catch up on production, they shall be paid for such overtime at the regular overtime rate.

The Board feels that this section is eminently fair to both the Company and the employees.

4. In the clause dealing with wages, which is Article IX of the draft agreement, the Company proposed that the wages remain the same during the term of the agreement. The Union felt that there should be an upward revision of the wages. Both parties agreed that wage adjustments were beyond the jurisdiction of this Board but the Company requested the Board to recommend that the agreement provide that any application the Union desired to make to the Regional War Labour Board for wage increases should be made within a period of one month after the signing of the agreement in order to ensure stability of costs during the term of the agreement. While the majority of the Board felt that this was not an unreasonable request, it was decided that, without the consent of the Union, the Board should not recommend the inclusion of such a clause.

5. On the question of vacations with pay, as covered by Article X of the draft agreement, the Board feels that, if the Union wants increased vacation with pay for employees who have over five years' service

with the Company, this also is a matter for the Regional War Labour Board and that both parties should be free to present their respective positions to that Board. This Board declines, therefore, to make any recommendation on this issue.

6. The Union requested the Company to pay for the time spent by stewards, committeemen and aggrieved employees while settling grievances, while the Company felt that, if these were to be discussed during working hours, it should be done at the expense of the Union and not the Company. The majority of the Board feel that there is something to be said for both viewpoints and recommend as follows: Grievances which require discussion between an employee and his steward, or between the employee, his steward and the grievance committee, could be discussed at lunch time or after working hours, so that there will be no loss of production. On the other hand, where meetings between the grievance committee or stewards and the management are held during working hours at the request of, or by agreement with, the Company, then the Company should pay its employees for any time so spent when they would otherwise be at work.

7. Under the heading "No Discrimination", Article III, Section 1 (a) provides as follows:

The Company and the Union agree that there will be no discrimination, coercion or intimidation by either of them or their representatives or members as the case may be against any employee because of his Union or non-Union affiliation, or because of his activity or lack of activity in any labour organization.

The Union objected to the inclusion of this section and in particular to the last clause of it. The majority of the Board feels that this is a reasonable provision and is in accord with the spirit of P.C. 1003, and recommends the inclusion of this section in the agreement.

8-11. These points which cover the Articles dealing with Reservation of Management Rights, Grievance Procedure, Seniority and Arbitration, can conveniently be dealt with together because they all centre on one issue. The Company contends that, while all grievances may go through the Grievance Procedure up to the arbitration stage, the only matters which should go to arbitration are those involving an interpretation or alleged violation of the agreement as provided in Section 18 (1) of P.C. 1003 and, in addition, a claim that an employee has been discharged without reasonable cause. Similarly, under the seniority provisions of the agreement, the Company maintains that, in promotions,

demotions, transfers, reclassifications and lay-offs, skill competence and efficiency in the opinion of the Company should be the governing factor. The Company urges that, as it is charged with the management of the Company, it is its responsibility to retain and promote those employees best fitted for the work and that it is in the best position to judge the capabilities of its employees, and particular jobs for which they are best fitted. The Company further contends that it should not be required to substitute for its own opinion the opinion of an outside arbitrator on points such as these, hence its desire to restrict the matters that may go to arbitration to those above mentioned. The Union, on the other hand, urges just as strongly that all grievances should as a last resort be settled by arbitration. In support of this contention, the Union points out that, if the opinion of the Company on promotions, lay-offs, etc. is the determining factor, there would be every opportunity for favouritism and discrimination by the Company, particularly against Union employees. Arbitration, the Union urges, is the only safeguard the employees have against such discrimination, or even an honest mistake on the part of the Company. The Board feels that there is much to be said for both viewpoints. While realizing that Management is in the best position to judge the respective merits of its employees, and that the possibility of favouritism being shown is unlikely, the majority of the Board feels that the employees should be protected against unfair discrimination if it should arise in any matter affecting their work or employment. After giving the matter serious consideration, the majority of the Board recommends the following as a reasonable method of reconciling the two viewpoints:

(a) That Article IV, Section (b) of the draft agreement be amended to read as follows:

Hire, discharge, classify, transfer, promote, demote, and suspend, or otherwise discipline, employees.

(b) That Article V of the Grievance Procedure as amended by consent of both parties at the hearing be adopted.

(c) That Article VI dealing with arbitration be amended by deleting the words "or a claim of discharge without reasonable cause" in Section 1, and that the Article as so amended be included in the agreement.

(d) That Article XI dealing with seniority be included in the agreement, subject to the minor amendments made by consent at the hearing and subject also to the addition of

the following section immediately after Section 4:

Provided that nothing in this agreement shall be construed as affecting the right of any employee to have his claim determined in accordance with the grievance procedure, including arbitration, where such employee claims that in any promotion, demotion, transfer, lay-off, or rehiring, the Company did not act in good faith, or that its action was not based on the relative skill, competence, efficiency, good conduct, character, and seniority of the employees involved as the case may be.

The objection of the Union to Article VII providing for no strikes or lockouts was based on the refusal of the Company to consent to compulsory arbitration of all grievances. This having been dealt with above, it is felt that the Union should not now object to the inclusion of Article VII in the agreement, and the Board so recommends.

13. The Union requested an Article in the agreement providing for a Union Shop and presented an able brief in support of its claims. The Company opposed in principle the establishment of a Union Shop on the ground that the employees should be free to join or not to join the Union as they desired. It was pointed out to the Board that, at the time the Union was certified, the Union had a membership of 198 employees out of 380 eligible employees, without enlarging on the merits or demerits of the Union Shop, the majority of the Board recommends without any hesitation that no such provision be included in this agreement.

14. The Union also requested the Company to grant a compulsory check-off of union dues and, in its brief, presented many logical arguments in support of its request. The Company, on the other hand, argued that a compulsory check-off involved coercion of its employees to which it would not be a party. The majority of the Board felt that a compulsory check-off was undesirable and that, while under some circumstances, it would be disposed to recommend a voluntary, revocable check-off, this being a first agreement between the parties and there being no evidence that the Union was being handicapped by any hostility on the part of the Company, there was no necessity for the inclusion of any form of check-off in the present agreement.

In conclusion, the Board wishes to pay tribute to the representatives of both the Union and the Company for the able way in which they presented their respective viewpoints, and for their courtesy to, and co-operation with, the Board. While force-

fully presented, the arguments were advanced in a restrained manner and without any indication of bitterness. The Board expresses the hope that its recommendations will be favourably received by both the Union and the Company and that, if an agreement is signed, it will be productive of harmonious labour relations which will ensure to the benefit of both the Company and the employees.

All of which is respectfully submitted.

Dated at Toronto, this 15th day of April, 1946.

(Sgd.) T. H. BARTON,
Chairman.

(Sgd.) W. L. MATHEWS,
Member.

Minority Report

To:

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa,
Ontario.

DEAR SIR:

I have now had the opportunity of reading the report of the majority members of the Board and regret that I cannot concur in their recommendations.

While there were many matters in which the parties were not in agreement, the particular points of difference revolved about two main issues and it was fairly generally conceded that if these two main difficulties were settled the other matters might easily follow suit.

One of these main issues was with respect to the clauses in the draft agreement with respect to the reservation of management rights, grievance procedure, seniority and arbitration, the difficulty in all these sections centering upon the one issue; while the Company were prepared to have all grievances go through the grievance procedure up to arbitration, they would not agree to arbitration with respect to any matters which might arise apart from the interpretation or alleged violation of the agreement, and a claim by an employee that he had been discharged without reasonable cause. The Union favoured a far more extensive arbitration clause so that all potential sore spots might be settled by arbitration as a final resort.

The Union contended that only by having all grievances settled by arbitration if necessary could the employees be assured that decisions were not based upon favouritism or

discrimination and mistakes on the part of the Company, even though they may be honest mistakes, might thus be avoided. It would only be in this way that potential causes of unrest might be put at rest so that industrial harmony might prevail. The majority of the Board recommended that the following clause be included in the contract:

Provided that nothing in this agreement shall be construed as affecting the right of any employee to have his claim determined in accordance with the grievance procedure, including arbitration, where such employee claims that in any promotion, demotion, transfer, lay-off or rehiring, the Company did not act in good faith, or that its action was not based on the relative skill, competence, efficiency, good conduct, character, and seniority of the employees involved as the case may be.

I concur in the recommendation that such a clause be included in the contract. However, I dissent from the opinion of the majority of the Board that the seniority clause in the proposed draft agreement be left unchanged. That seniority clause is in the following form:

In dealing with transfers, promotions, demotions, upgradings and lay-offs of employees, preference shall be given to employees having the greatest seniority provided the employee or employees concerned have *in the opinion of the Company* equal merit, skill, ability and efficiency. The Company may also take into consideration good conduct and character.

In my opinion the words "in the opinion of the Company" should be excluded. There would appear to be some inconsistency in leaving these words in the seniority clause while providing the additional clause as set out aforesaid. Leaving these words in might detract from the general clause providing for arbitration as recommended, and in addition I cannot subscribe to the view that questions of seniority are to be left wholly within the sphere of management.

The second main issue revolved about the request of the union for a union shop and check-off of dues. The majority members of the Board have not made any provision for what is commonly referred to as union security. It is with great respect that I vigorously dissent. While it appears true as pointed out in the majority report, that at time of certification the union obtained 198 votes out of an eligible list of 380 employees, nevertheless the representative of the union told the Board that at the time of the hearing the union did represent some 90 per cent of

the employees. I did feel that all the members of the Board were impressed with the responsible manner in which the Union position was presented to the Board and equally impressed with what would appear to be the responsible leadership of this Union. Under these circumstances failure to make any provision for union security would in my respectful submission ignore the advances made in collective bargaining for the past several years and would be a step in the opposite direction.

The Union at the request of the employees have organized the plant and are to enter into a contractual relationship with the employer which imposes upon the Union a heavy responsibility. Under the circumstances in my opinion they are entitled to have some form of security for the duration of the contract so that they will be in a position to fulfill their commitments, to administer the agreement, and to assist management. To deny them this security would impose upon the Union the task of being continually in an organizing rather than in an administrating state which would react against the employer as well as being unfair to the Union.

As I understand the argument most ably presented by counsel on behalf of the employer, the chief opposition of management to union security provisions was that the Company did not feel that they should impose upon employees of long standing who were not members of the Union the duty of joining the Union. This opposition then, on behalf of the Company might be avoided by a maintenance of the membership clause with respect to present employees, who are members of the Union and whose support the Union is entitled to expect for the duration of the agreement, and a further provision that new employees must become members of the Union after an agreed upon time had elapsed from the date of their employment.

I should think the least management might do would be to agree to a check-off of dues, voluntary perhaps at its inception but irrevocable for the duration of the agreement. This would impose little if any hardship upon the employer and would indicate the willingness on the part of the employer to co-operate with the Union in accordance with their expressed desire that the Union might have an opportunity to properly fulfill its function.

All of which is respectfully submitted.

(Sgd.) CHARLES L. DUBIN,
Member.

Report of Board in Dispute between Hamilton Cotton, Limited, Hamilton, Ont., and Local 26, Textile Workers' Organizing Committee

On May 14, 1946, the Minister of Labour received the report of the Board of Conciliation the personnel of which was as follows: Dr. A. Brady, Toronto, Chairman, appointed by the Minister in the absence of a joint recommendation from Messrs. R. V. Hicks and C. L. Dubin, both of Toronto, nominees on the Board of the employer and employees respectively.

Report of Board

To:

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.

SIR:

The Board of Conciliation appointed by you begs to submit its report.

The Board met in Toronto, heard evidence from both parties and discussed with them their issues. The Company was represented by Mr. R. R. Evans, K.C. and Mr. W. M. McMahon. The Union was represented by Messrs. Jack Robinson, Nick Mohouk, and John Hill.

The Union was certified on June 26, 1945, and since that time has sought to obtain a collective bargaining agreement. Agreement has been reached on all matters except certain details respecting the functions of management and the arbitration procedure and the request of the Union for union shop and check-off. The Board considers each of these in turn and submits recommendations, which it hopes will be accepted by the parties and which will thus make it possible for them to sign a collective agreement. The Board takes the proposed draft of an agreement submitted by the Company, and submits its recommendations in respect to the clauses in dispute.

(1) Article III (c), which is a no-strike and no lock-out clause. The Union objected to the inclusion of this clause unless the arbitration outlined in a later clause was more embracing.

The Board recommends that Article III (c) remain as it is in the draft. It believes that its proposals on arbitration further on in this report will meet the points raised by the Union.

(2) Article IV (1). The contentious point here is the last sentence of the clause which reads: "Provided however that discharge without reasonable cause shall be deemed a violation of this Agreement within the meaning of the arbitration provisions in Article VI

of this Agreement and may be dealt with in accordance with the provisions of said Article." The Union asks that not merely discharge but also discipline, suspension, transfer and demotion without reasonable cause should be deemed a violation of the Agreement and hence subject to arbitration.

In view of the scope of the arbitration outlined later in this report, the Board recommends that the clause remain as it is in the present draft submitted by the Company.

(3) Article V, 1 (e). The Union objects to this present clause in the draft of the Company on the ground that it requires a steward or other employee to lose pay when dealing with a grievance during working hours.

The Board recommends that the present clause be redrafted to read: "If a steward or other employee deems it necessary to take time off in connection with a grievance, he must before doing so secure from his department head permission to be off, and, if such permission is given, the department head shall prescribe the time when and during which he may be off, and, provided that if the time so prescribed is during the regular working hours of such steward or employee, he shall not lose any pay." The Board is convinced that its recommended clause above will not merely satisfy the Union but in the long run is likely to give satisfaction to the Company.

(4) Article V, 2 (b) was also objected to by the Union. It reads in the original draft of the Company: "The members of this Committee (namely the Grievance Committee) shall be allowed reasonable time off from their regular work but shall not receive pay for time lost."

After discussion before the Board the parties agreed to a redrafted form of this clause which would read: "The members of this Committee shall be allowed reasonable time off from their regular duties for servicing stage three of the grievance procedure or such time as prescribed by the Company for the meeting, and, if the meeting is held during their working hours, the members of the Committee will receive their usual pay for time spent in the meeting."

(5) Article V, 4 (a) The Union takes exception to the present draft of this clause on the ground that it does not recognize the larger scope of the arbitration which it (the Union) seeks.

The Board recommends that the opening portion of the clause be revised to read as follows: "If the matter is one involving a

misinterpretation or a violation of this agreement or any matter arising under Section 6 of Article VI and an amicable disposition", etc. This change in the phrasing is required in view of the new section (number 6) which the Board recommends for inclusion in Article VI. Otherwise the Board recommends that no change should be made in Article V, 4 (a).

(6) Article VI. The Board recommends that the opening clause of this Article (at the bottom of page six of the draft) should be revised to read: "Where a written request for arbitration of a question of a misinterpretation or a violation of this Agreement or any matter arising under Section 6 of Article VI has been made pursuant to Article V hereof the same shall be submitted to arbitration pursuant to and disposed of in conformity with the provisions of this Article", etc.

The only other change that the Board recommends in Article VI is the inclusion of a new section 6 which should read: "Nothing in this Agreement shall be construed to affect the right of an employee to have his claim determined in accordance with the grievance procedure, including arbitration, where such employee claims that in any promotion, demotion, transfer, layoff or rehiring, the Company did not act in good faith or that its action was not based on the relative skill, competence and efficiency or the relative seniority of the employees involved as the case may be."

(7) Article IX, 4. The Union here objects to the inclusion of the phrase "in the opinion of the Company" in the clause which reads: "In dealing with transfers, promotions, demotions, upgradings and layoffs of employees, preference shall be given to employees having the greatest seniority provided the employee or employees concerned have in the opinion of the Company equal merit", etc.

The majority of the Board considers that, in view of the enlarged scope of arbitration under Article VI, an employee with a genuine grievance has the opportunity of obtaining redress. Hence it sees no reason why the Union should insist upon excluding the phrase "in the opinion of the Company". However,

the employee nominee on the Board recommends that the phrase be deleted.

(8) The final matter with which the Board wishes to deal is the request of the Union for a union shop and check-off, provisions which are usually regarded as insuring union security.

Whether, under present industrial conditions in Ontario, a Union is entitled to one or other provisions of Union security depends finally upon the circumstances of the given case. Employers and unions must examine together these institutional devices, without any spirit of dogmatism, seeking to discover what works and what does not work. In the present instance the Board of Conciliation, in formulating its recommendations on the matter, considered many circumstances, such as the peculiar competitive situation in the textile industry, the fact that the present is a first agreement, and the responsibility shown by the Union in pursuing its industrial policies. The majority of the Board would recommend that the Union withdraw its request for a union shop, and that both it and the Company agree upon a check-off, voluntary at its inception but irrevocable during the term of contract. It is needless for the Board to elaborate upon this recommendation, which it urges both parties to accept. Admittedly each is thus asked to sacrifice something of its former position, but the sacrifice asked is not drastic and will bear witness to the willingness on both sides to strive for an agreement. The employer nominee on the Board dissents from the recommendation for a check-off.

In conclusion the Board would like to commend and congratulate the parties for reaching an agreement on the wage issue prior to meeting the present Board of Conciliation. It hopes that the good will abundantly shown in this instance and shown also in the discussions before the Board will be exhibited further in completing the terms of a Collective Agreement.

All of which is respectfully submitted.

Dated at Toronto, this 10th day of May, 1946.

ALEXANDER BRADY.
CHARLES L. DUBIN.
ROBERT V. HICKS.

Report of Board in Dispute between J. B. Smith Lumber Company, Toronto, and Local No. 1487, United Brotherhood of Carpenters and Joiners (AFL-TLC).

On May 10, 1946, the Minister of Labour received the report of the Board of Conciliation the personnel of which was as follows: Mr. R. MacGregor Dawson, Toronto, Chairman, appointed by the Minister in the absence

of a joint recommendation from the other two members of the Board, Messrs. R. V. Hicks of Toronto, and Fred Molineux of Hamilton, appointed on the nomination of the employer and employees respectively.

Report of Board

To the Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.

DEAR SIR:

The Board of Conciliation appointed by you in the above matter now submits its Report. Two formal sittings of the Board were held: the first on April 25, the second on May 2. At both sittings the Union was represented by Mr. S. White and Mr. B. Clark, with Mr. H. Simon as their Counsel; the Company was represented by Mr. J. B. Smith with Mr. J. C. Adams as his Counsel.

Three matters were found to be in dispute.

1. A paragraph in the proposed contract relating to the raising of standards of efficiency in the plant.

2. A paragraph in the schedule of working conditions relating to hours of employment.

3. A paragraph in the proposed contract relating to union membership.

It is with great regret that the Board must report that it was unable to secure the consent of both parties to any of these three matters.

The Board is, however, prepared to make recommendations concerning these issues and on two of these (numbers 1 and 2 above) the recommendation has the unanimous endorsement of members of the Board. Both of these recommendations represent what the Board considers to be a fair compromise between the two parties. On the third (number 3 above) the Employer's representative dissents from the recommendation of the other two members. This recommendation embodies a final proposal of the Union, which, in turn, represents a very substantial modification of the Union's original demands.

1. The Board unanimously recommends that in the proposed contract Paragraph 5 (relating to the raising of standards of efficiency in the plant) should read as follows:

It is mutually agreed that normal and reasonable standards of efficiency have not been maintained by certain employees during the period of the acute labour shortage of the war years, that these normal and reasonable standards will be restored as soon as possible, that each employee will be required to perform a fair day's work, and that employees who do not measure up to the

normal and reasonable standards of efficiency, as set forth by the Company, may be dismissed. The Company's judgment as to what is a normal and reasonable standard of efficiency shall be final. The Company shall consult, however, with the Union Committee, as at present constituted, before making any changes in the existing standard.

2. The Board recognizes the desirability of a standard 44-hour week and understands that this has been the recent practice of this Company with the great bulk of its employees. The Board approves in principle of this standard week, with four additional hours for certain special groups whose work may be necessary for the uninterrupted operation of the plant, such as, maintenance men, clean-up men, truck drivers, etc. The Board feels, however, that inasmuch as the great majority of the other firms engaged in the same industry are at present operating under longer hours, it would be disadvantageous to both employer and employees (pending a wider agreement embracing a substantial number of these other plants) to impose rigid conditions of work which are not prevalent in the industry as a whole.

The Board unanimously recommends that in the schedule of working conditions Paragraph 1 (relating to hours of employment) should read as follows:

The Company will accept as a desirable goal the 44-hour week (except for maintenance men, clean-up men, truck drivers, and others who may be necessary for the uninterrupted operation of the plant, for whom the standard will be four hours more a week) and will endeavour to continue on that basis. The Company, however, pending a wider agreement in the industry as a whole, reserves the right to extend the normal week, when in its opinion such extension is necessary, to a maximum of 48 hours.

3. The Chairman and the Employees' Nominée on the Board agree on a maintenance of membership clause. The vote for Union recognition was high, the present Union membership appears to be large, the relations between the Company and the Union seem to be reasonably good; and these two members of the Board feel that the Union is entitled to the mild protection which this clause would furnish. The Employer's representative on the Board is unable to agree. He is impressed with the brief existence of the Union, with the limited organization in the industry generally, and with the fact that this is a first agreement between the Union and the Company.

The Board recommends that in the proposed contract the first sentence of Paragraph 4 (relating to union membership) should read as follows:

All employees who are members of the Union at the date of this agreement and all those who may voluntarily join during the duration of the agreement shall maintain their membership for the entire term of the agreement.

All of which is respectfully submitted.

Dated at Toronto this 7th day of May, 1946.

(Sgd.) R. MACG. DAWSON,
Chairman.

(Sgd.) FRED MOLINEUX,
Member,

(Sgd.) ROBERT V. HICKS,
Member.

Report of Board in Dispute between Prince Rupert Dry Dock and Shipyards, Prince Rupert, B.C., and Local No. 2, Marine Workers and Boilermakers' Union of Canada.

On May 11, 1946, the Minister of Labour received the report of the Board of Conciliation the personnel of which was as follows: Mr. F. M. Clement, Vancouver, Chairman, appointed on the joint recommendation of the other two members of the Board, Mr. W. S. Owen of Vancouver, and Mr. C. Cameron of Courtenay, appointed on the nomination of the employer and employees respectively.

Report of Board

The HON. HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Canada.

DEAR SIR:

The Board appointed to deal with the above conciliation took evidence in Prince Rupert, reviewed the case as thoroughly as possible, and begs to report as follows:

The evidence indicated that there was no officer in Prince Rupert or in British Columbia who on his own authority could do more than negotiate within the framework of the general labour policy of the Canadian National Railways. This policy does not include the recognition of the principle of the union or closed shop. This, the union or closed shop, is what the union is asking for. Consequently, because of the conflict of company and union policy and because of the way in which the case was brought before us, we have been somewhat restricted in our approach. Other boards may find themselves in a similar position. Because of these circumstances we beg to recommend as follows:

- (1) That a contract or agreement be entered into as promptly as possible.
- (a) That the agreement include the seniority and ability clauses as worked out by the union committee and submitted to the company for tentative approval, subject to minor amendments.
- (b) That Section 6 of Article 4 of the proposed agreement be retained in order to make provision for the meeting of stewards in company time.

(c) That all of Article 1 in the proposed agreement, i.e., the article dealing with collective bargaining and union status, be deleted.

(2) That since the broad, general labour policies of the government and the Canadian National Railways and organized labour cannot be dealt with by this Board, we can do no more than suggest that these policies be clarified and harmonized by senior bodies of government, National Railways, and appropriate executive officers of organized labour. This is essential for the guidance of future boards.

(3) Broadly and generally speaking, we confirm the principle that the privileges and responsibilities of organized labour should be the same in government yards as in private yards.

All of which is respectfully submitted.

(Sgd.) W. S. OWEN,
Member,

(Sgd.) COLIN CAMERON,
Member,

(Sgd.) F. M. CLEMENT,
Chairman.

Minority Report

HON. HUMPHREY MITCHELL,
Minister of Labour,
Ottawa.

DEAR SIR:

While finding myself in agreement with the main body of the Board's report and recommendations in the above case, I am hereby dissenting from section (c) of the first recommendation, and submitting a minority report dealing with union security.

At no time during the hearing did the Company's representative advance any reasons for the Company's refusal to accede to a provision for union security in the proposed agreement. He contented himself with the bald statement that it was contrary to established company policy, and attempted to justify the Company's position by reference to a directive from your department which, in rather ambig-

uous and contradictory terms, prohibits or disapproves of union shop agreements between Crown Corporations and their employees.

I am unable to accept this as valid grounds for refraining from a recommendation of union security clauses. The mere fact that the company has hitherto refused to adopt such a policy is to my mind, wholly irrelevant. In this their position is no different from that of any other employer who has not hitherto signed a union shop agreement.

Nor was I able to accept the department directive referred to above, as having any bearing on this case. Had it done so then I could see no reason why you should have appointed a Board to deal with the very matter the directive excludes from consideration in cases where the directive has application.

In view of the failure of the Company to offer any reasoned argument against a union security clause and in view of the fact that the Prince Rupert yard is the only yard on the Pacific Coast which does not operate under an agreement containing union security provisions, I recommend as follows: That the agreement recommended by the Board shall contain a union shop agreement in such terms as to ensure that all present employees shall remain and all new employees shall become members of the union as a condition of employment.

Respectfully submitted,

Yours truly,

(Sgd.) COLIN CAMERON,

Report of Board in Dispute between the Wellesley Hospital, Toronto, Ont., and Local 204, Building Service Employees' International Union

On May 16, 1946, the Minister of Labour received the report of the Board of Conciliation the personnel of which was as follows: His Honour Judge Egerton Lovering, Chairman, appointed on the joint recommendation of the other two members of the Board, Messrs. Norman L. Mathews and Bora Laskin, appointed on the nomination of the employer and employees respectively.

Report of Board

To:
The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa,
Ontario.

DEAR SIR:

The Board of Conciliation appointed by you to deal with the above dispute has completed its sittings and now submits its report.

The Board has had several meetings to consider the matters involved in the dispute between the parties. At the meeting held on April 5, 1946, the Hospital was represented by Mr. M. T. Morgan, Administrator, and the Union by Mr. H. Walker, Miss Julie Bartley and Mr. William Bain. After further meetings at which discussions took place among the members of the Board, it was decided to have the parties present at another meeting to present additional argument, and this took place on April 26. The Union was represented by the same parties and the Hospital was represented by Mr. Morgan and Mr. R. V. Hicks.

There were three matters originally in dispute when the matter came before the Board, i.e., wages, statutory holidays and

check-off. Through the assistance of the Board, the parties came to an agreement with regard to the latter two points. It was agreed that the employees of the Hospital would not be required to work on the following statutory holidays: New Year's Day, Good Friday, Dominion Day, Civic Holiday, Labour Day, Thanksgiving Day, and Christmas Day. The Hospital also agreed to include in the agreement provision for a voluntary check-off of union dues. The employees who desired to authorize the check-off would be given the option of signing an authority which would be revocable on thirty days' notice or of signing an authority which would be irrevocable during the lifetime of the agreement.

This disposed of all matters in dispute with the exception of the question of wages. In view of the fact that the Hospital is exempt from the provisions of the Wartime Wages Control Order 1943, established by Order in Council P.C. 9384 and amendments thereto, this was a matter on which this Board was required to bring in a recommendation. The only point in dispute dealt with the wages of laundry workers in the Hospital. The Hospital has been paying the laundry workers \$75 per month for a 45-hour week or \$80 per month for a 48-hour week. The Union requested that the employees in the laundry receive \$90 per month for a 48-hour week.

The following facts were established by the parties in the course of the hearings: All of the employees in this Hospital were given a wage increase of approximately \$10 per month in August, 1945, and, as a result of that increase, the Hospital was losing money. The financial statement was presented showing that, in the year 1945, the Hospital lost

approximately \$10,000. A statement was also presented showing that, while during the first three months of 1945, the Hospital had a slight operating profit per patient-day, during the first three months of 1946 this was changed to a substantial loss per patient-day, and the Hospital claimed that this was largely due to the increase in wages already given last August. It also appeared that, in the case of the Toronto General Hospital, the laundry workers were receiving \$90 per month, but in all of the other Toronto hospitals the rate paid laundry workers was \$80 per month for a 48-hour week, which is the same rate as that being paid at Wellesley Hospital. It also appeared that laundry workers were among the highest paid of any of the classifications in the bargaining unit, the other classifications such as ward aides, floor maids, kitchen maids, diet-kitchen maids and seamstresses all receiving less than that amount.

Having in mind therefore that all of the employees received substantial wage increases last August, that no application was being made for increases for all of the other classifications, that the laundry workers were receiving the same rate as that being paid in the majority of the other Toronto hospitals for the same work, and that the Hospital was losing money at the present time, the majority of the Board felt that the present time was not an appropriate time to grant further wage increases to the laundry workers; and, under these circumstances, the majority of the Board recommends that the parties sign an agreement providing that the laundry workers receive \$80 per month for a 48-hour week.

All of which is respectfully submitted.

Dated at Toronto, this 9th day of May, 1946.

(Sgd.) EGERTON LOVERING,
Chairman.
(Sgd.) NORMAN L. MATHEWS,
Member.

Minority Report

The majority of this Board refuses to recommend an increase in the wages of eight (8) laundry workers from \$80 to \$90 per month, i.e. from \$960 to \$1,080 per year. I cannot concur in a conclusion that denies

to underpaid workers some encouragement towards an approach to a living and respectable wage. If the hospital were an ordinary profit making enterprise, it would deserve little sympathy in pleading inability to pay as a reason for asking its employees to subsidize its operations through the acceptance of substandard wages. The fact that the hospital classifies itself as a non-profit charitable institution does not make its plea of inability to pay any more laudable. Charity may well begin at home in this instance. The hospital's financial statement, indicating a loss on last year's operations, far from justifying denial of the increase sought here by eight (8) laundry workers, would support an endeavour to review its general wage structure in order to ascertain whether some sacrifice to charity ought not to be made by classifications of employees whose present wages are well above subsistence level.

The contention that an increase to laundry workers would disturb the wage equilibrium among the different classifications of building service employees is, in my view, without merit. It assumes an equilibrium which does not exist and ignores the fact that the union, as representative of all building service employees, sought to negotiate a schedule of wage rates for the various classifications in which the rate for laundry workers was fixed at \$90. We must assume that any differential in favour of the laundry workers which this \$90 rate would establish, was acceptable to the other classifications for the time being.

It is to me a rather grim and desperate logic that supports continuation of the present low wage to laundry workers on the ground that workers in the same and related classifications in other hospitals are getting an equally low wage. A formula of comparative rates, where such rates are of the subnormal kind involved in this case, may well be likened to an attempt to make poverty respectable by offering the consolation that others are equally poor. I do not think that that is any more solace to the mind than it is nourishment for the stomach.

All of which is respectfully submitted.

Dated at Toronto this 13th day of May, 1946.

(Sgd.) BORA LASKIN,
Member.

Report of Board in Dispute between Weston Dairy, Limited, Weston, Ont., and Local 647, Milk Drivers and Dairy Employees' Union (AFL-TLC)

On May 1, 1946, the Minister of Labour received the report of the Board of Conciliation, the personnel of which was as follows: His Honour J. Samuel Factor, Toronto, Chairman, appointed by the Minister in the

absence of a joint recommendation from the other two members of the Board, Messrs. J. J. Robinette, and G. R. Harvey, also of Toronto, appointed on the nomination of the employer and employees respectively.

Report of Board

To:

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ont.

Sir:

The Board of Conciliation established by you in the above matter hereby reports as follows:

The Board held sittings at the City of Toronto, both privately and with the representatives of the parties, on April 11, April 16 and April 27, 1946. At the hearings the employer was represented by A. M. Cousins, the President; A. B. Cousins, the Vice-President; O. Hamilton, the Secretary, and N. L. Mathews, K.C., Counsel for the Weston Dairy Ltd. The employees were represented by D. J. Buchanan, business representative of Local 647, and A. F. McArthur, representative of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America.

The employer operates a small dairy at Weston, Ont., with about fifteen employees, all of whom are presently members of the union, and took over the business in September, 1944. At that time there was in existence an agreement (which was to continue in effect until January 14, 1945) between the Union and the employer, which provided *inter alia* for a closed shop.

The new management, as mentioned, took over in September, 1944, and it seems that since then the relations between the employer and the employees as represented by the Union have not been too harmonious. This is indicated by the following events:

The agreement above mentioned was not renewed on its expiry date, but on June 29, 1945, under the threat of a strike, and under protest, the employer signed a new agreement with the Union, which, under Clause I, provided that it shall become effective as of January 14, 1945, and shall continue in effect until January 14, 1946, and which also provided *inter alia* for a closed shop.

On October 5, 1945, Mr. Mathews, the solicitor for the employer, wrote to Mr. McArthur terminating the last mentioned agreement, entered into under protest, at its expiry date, namely January 14, 1946. On November 8, 1945, he enclosed a draft agreement containing the Company's proposals, and on the Thursday before the 14th January, 1946, Mr. McArthur came into his office, advised that the Company's proposals were not acceptable, and submitted a draft agree-

ment containing the Union's proposals, which include *inter alia* provision for a closed shop and voluntary check-off.

The employees went on strike on January 16, which lasted for two days, and as a result of which the parties resumed negotiation with Mr. H. Perkins, assisting as Conciliation Officer. Several meetings were held, as a result of which he recommended that an agreement on the matters in issue might be facilitated by the appointment of a Board of Conciliation.

It has been agreed by both parties that the Union request for adjustment in wage rates, commission, vacations and other items governed by P.C. 9384 will be referred to the Regional War Labour Board.

The parties have also agreed that the agreement between them shall provide for a voluntary check-off irrevocable during the existence of the agreement.

The parties have further agreed that the few small matters in dispute between them, such as the division of cost of uniforms, and the prohibition as to grooming of horses and cleaning the outside of wagons by the employee, are not to be considered by this Board, but that they will reach some settlement of these minor disputes.

The main and most important matter in issue and in dispute is the demand of the Union for a closed shop.

The employer has refused to accede to such demand, but is willing, as a matter of conciliation, to grant a provision for maintenance of membership, which proposal the Union has refused to accept.

The employer contends that it is not a Toronto dairy; that it operates in a small centre where everybody knows each other; that it is a small dairy with an intimate relationship between employee and management, and it would be unfair to impose a closed shop provision which would force it to engage a Union employee from Toronto when someone, not a Union member, and a resident of Weston, would be available, and which employee would be of greater benefit to the employer.

On the other hand, the Union contends that the present management have recognized the agreement providing for a closed shop from September, 1944 to January 14, 1945, and while admitting that this agreement was renewed on June 29, 1945, as a result of threat of a strike, that there was no stoppage of work as on January 14, 1945, when the agreement expired; that the closed shop is a fair

provision, and is in effect with fourteen other Toronto dairies, some of them as small as this dairy.

Your Board recommends that the provision for a closed shop be modified to permit the employer to employ residents in the delivery area only who are not Union members.

All of which is respectfully submitted.

Report of Board in Dispute between Opal Mfg. Co., Ltd., Toronto, Ont., and Local 514, United Electrical, Radio and Machine Workers of America (CIO-CCL).

On May 29, the Minister of Labour received the report of the Board of Conciliation the personnel of which was as follows: His Honour Judge Egerton Lovering, Toronto, Chairman, appointed by the Minister on the joint recommendation of the other two members of the Board, Messrs. Norman L. Mathews and Paul Siren, also of Toronto, nominees on the Board of the employer and employees respectively.

Report of Board

To:

The Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Ontario.

Dear Sir:

The Board of Conciliation appointed by you to deal with the above dispute has completed its sittings and now submits its report.

A hearing was held in Toronto on May 13, 1946, to hear representations by the parties. The Company was represented by J. Munz, General Manager, and by J. C. Adams, K.C., Counsel; and the Union by John Wigdor, International Representative, Miss Rose Kopec and Alex Felso.

The following facts appeared from the evidence: There are approximately thirty employees in the bargaining unit and, according to the Union, twenty of these are members in good standing of the Union. The first agreement between the parties was signed in February, 1944 and was to end with the termination of hostilities in Europe. The agreement now being negotiated between the parties is therefore a second agreement.

It was agreed between the parties that the proposed agreement as submitted by the Company was satisfactory to both parties except that the Union wanted two additional clauses providing respectively for union shop and checkoff of union dues, neither of which the Company was prepared to concede. Each side presented its arguments with regard to these two matters in dispute.

With regard to the request of the Union for check-off, it was stated by Mr. Munz that

Dated at Toronto this 29th day of April, 1946.

(Sgd.) S. FACTOR,
Chairman.

(Sgd.) JOHN J. ROBINETTE,
Employer's nominee.

(Sgd.) R. HARVEY,
Employee's nominee.

they had a very small office staff, that it was very much over-worked and that it would entail considerable extra work to deduct union dues from the pay cheques of the employees. In view of this and of the facts that the plant is compact and the number of employees is small, the Union agreed during the course of the hearing to withdraw its request for checkoff.

As it was impossible for the parties to arrive at an agreement on the question of union shop during the hearing, the members of the Board met again on May 15 to consider the recommendations that they should make. The majority of the Board feel that no case has been made out for any form of union security in this matter. It was established by the evidence that relations between the Company and the Union had been very good, although, according to the Company, this relationship had deteriorated considerably since Mr. Wigdor, the present organizer, succeeded to that office. There was no evidence whatever that the Company had shown any hostility to the Union, nor was there any evidence that the Union was losing ground or that its position as collective bargaining agent was being jeopardized in the slightest degree. Under these circumstances, the majority of the Board feel that no case has been made out by the Union for union shop or maintenance of membership, and recommends that no such provision be included in the present agreement.

All of which is respectfully submitted.

Dated at Toronto, this 28th day of May, 1946.

(Sgd.) EGERTON LOVERING,
Chairman.

(Sgd.) NORMAN L. MATHIEWS,
Member.

Minority Report

The Board of Conciliation established to hear the dispute between the Opal Manufacturing Company Limited and Local 514, United Electrical, Radio & Machine Workers of America (CIO-CCL), heard the parties on

May 13, 1946. Both parties agreed that there was a dispute on only two clauses in the proposals submitted by the Union to amend the existing collective agreement with the Company. The two clauses upon which the dispute existed were the union shop and checkoff.

The Union, represented by Mr. John Wigdor, Business Agent for Local 514, United Electrical, Radio & Machine Workers of America (CIO-CCL), was prepared to concede on the two clauses in dispute. Upon the request of the Chairman of the Board, Mr. Wigdor dropped the request for a check-off and upon further questioning by the Chairman of the Board Mr. Wigdor indicated that the Union was prepared to accept a maintenance of membership clause in place of the union shop.

The Company, represented by Mr. J. C. Adams, K.C., announced that the Company will not accept any form of union security in the collective agreement between the Company and the Union.

The original agreement between the Company and the Union was concluded in February of 1944. This agreement has since been renewed once. I contend that in view of the period of time in which the two parties have maintained bargaining relations dating back to February, 1944, that it is not unusual or demanding on the part of the Union to request some form of union security. The Union in its presentation to the Board was quite prepared to bargain on the question of union security but were rebuffed by the adamant attitude of the Company's repre-

sentatives who refused to consider any form of union security.

I am of the opinion that in view of the fact that the employees of this plant consist in the main of workers of various nationalities who speak varied languages, that it is essential for the Union to have some form of union security in order to bring about stability in bargaining relations between the Company and the Union. As long as there is no form of Union security in the collective agreement, the employees of this Company will have a tendency to consider that it is necessary to maintain a very vigilant attitude toward the Company and due to the possible confusion of the various languages spoken by the employees of this Company, such a situation may prompt conditions where harmonious relations are not possible. The attitude of Management was expressed in the refusal of the Company to even consider any form of union security. This, of course, indicates that the Company was not prepared to bargain with the Union to the fullest extent possible and will leave a feeling among the employees of the Company that will not be conducive to stable relations.

I, therefore, depart from the opinion of the majority on the Board and recommend a Maintenance of Membership clause to be inserted in the collective agreement between the Company and the Union.

(Sgd.) PAUL SIREN,
Member of the Board.

Report of Board in Dispute between J. H. Connor and Son, Limited, Ottawa, Ont., and Local 641, International Union, United Automobile, Aircraft and Agricultural Implement Workers of America (UAW-CIO).

On May 3, 1946, the Minister of Labour received the report of the Board of Conciliation, the personnel of which was as follows: Mr. J. H. Stitt of Ottawa, Chairman, appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Messrs. G. Walsh of Montreal, and Alan Adamson of Toronto, appointed on the nomination of the employer and employees respectively.

Report of Board

Honourable HUMPHREY MITCHELL,
Minister of Labour,
Ottawa, Canada.

SIR:

We beg to report that in connection with the above conciliation that an agreement was effected between the employers and the employees on all points in dispute.

Yours very truly,

(Sgd.) J. H. STITT,
Chairman of Board.

(Sgd.) GEO. WALSH,
(Sgd.) ALAN H. ADAMSON,
Members.

Report of Board in Dispute between Dowell's Pacific Transfer and Storage Co., Ltd., Victoria, B.C., and Local 234, Canadian Brotherhood of Railway Employees and Other Transport Workers.

On June 1, 1946, the Minister of Labour received the report of the Board of Conciliation, the personnel of which was as follows: Mr. H. A. Beckwith, Victoria, Chairman, appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Messrs. G. A. Cameron, Victoria, and D. O'Brien, Vancouver, appointed on the nomination of the employer and employees respectively.

Report of Board

To The Honourable The Minister of Labour.

The Conciliation Board herein, consisting of the undersigned Members, has the honour to report as follows:

(1) The Board sat on May 2nd, 20th and 23rd.

(2) The issue between the Parties related to sections in the proposed agreement pro-

viding for what is commonly described as a union shop.

(3) After considerable discussion, the Parties agreed upon a slight modification of the original provisions, and an agreement* has been entered into, a true copy whereof is forwarded with this report.

Dated this 28th day of May, 1946.

(Sgd.) H. A. BECKWITH,
Chairman.

(Sgd.) DANIEL O'BRIEN,
Member.

(Sgd.) GORDON A. CAMERON,
Member.

* The signed agreement will be summarized in another section in a subsequent issue of the LABOUR GAZETTE.

Activities Under the Conciliation and Labour Act and Order in Council P.C. 4020

OFFICERS of the Industrial Relations Branch dealt with 21 industrial disputes during the month of May, involving 62,269 workpeople employed in 299 separate establishments. Of these, 13 were new disputes which originated during the month and 8 were situations which had been untermi- nated as of April 30, and received further attention in May. These disputes were dealt with under the provisions of the Conciliations and Labour Act and under Order in Council P.C. 4020. They were thus distinct from and in addition to the Conciliation proceedings described on previous pages, which developed under the Wartime Labour Relations Regulations.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, N.B., and Glace Bay, N.S. The territory of the two officers resident in Vancouver comprises British Columbia and Alberta; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario and work in close collaboration with the Provincial Conciliation Service; two officers in Montreal are assigned to the Province of Quebec and two officers resident in Fredericton, N.B., and Glace Bay, N.S., represent the Department in

the Maritime Provinces. The headquarters of the Industrial Relations Branch and the Director of the Industrial Relations and staff are situated in Ottawa.

Industries:

LOGGING AND LUMBERING..... 1

MINING AND SMELTING, ETC.:

Coal Mining 5
Metal Mining 1

MANUFACTURING:

Vegetable Foods 1
Metal Products 1
Tobacco and Liquor..... 1
Textile, Clothing Products, etc. 2
Printing and Publishing..... 1
Wood Products, Miscellaneous..... 1
Rubber Products 2

TRANSPORTATION:

Water 3
Electric Railways and local bus lines... 1

SERVICE:

Business and Personal..... 1

Nature of Dispute or Situation:

Strike or Lockout..... 12
Threatened strike 2
Controversy 2
Requests to conduct election or vote... 1
Requests for services of Commissioners.. 4

Predominant Cause or Object:

Increased wages	3
Increased wages and reduced hours.....	1
Increase in wages and other changes....	2
Reduced hours	1
Discharge of workers for Union membership or activity	6
Union jurisdiction	1
To secure or to maintain union wages and working conditions	1
Other union questions.....	1
Discharge of workers for other than Union questions	2
Employment of particular persons (other than in connection with union matters)	1
Unclassified	2

Disposition:

Strikes terminated by mediation or other departmental action	2
Election or vote conducted.....	1
I.D.I. Commission appointed under Section 5 P.C. 4020.....	2
I.D.I. Commission appointed under Section 8 of P.C. 4020.....	2
Dispute called off; no further action required	7
Referred to N.W.L.B. or R.W.L.B.	1
Other disposition	1
Disposition pending	5

Method of Settlement:

Conciliation or mediation.....	3
Direct negotiations	4
Arbitration	1
Administrative action	1
Investigation only	5
Settlement Pending	7

Brief summaries of some of the cases of chief interest follow:—

Rubber Workers, Province of Ontario.—In order to avert a strike in the rubber and rubber products manufacturing industry in the Province of Ontario, the Minister of Labour on May 23, 1946, following consultations with, and on the recommendation of, the Minister of Labour for Ontario, appointed His Honour Judge J. C. A. Cameron, of Belleville, to investigate the situation. Judge Cameron was given the powers of an Industrial Disputes Inquiry Commission under Section 8 of Order in Council P.C. 4020 which empowers the Minister to deal with any situation which in his opinion may interfere with the effective transition to a peacetime economy.

The dispute arose out of demands made by the United Rubber Workers of America upon ten companies for increased wage rates, a forty-hour week, payment for overtime work, payment for statutory holidays, premium payment for night-shift work and various individual adjustments in wage rates. The employers involved were the Barringham Rubber Company Limited, Oakville, Dominion Rubber Company, Limited, Kitchener, Dunlop Tire and Rubber Goods Company, Limited, Toronto, Firestone Tire and Rubber Company

of Canada, Limited, Hamilton, B. F. Goodrich Rubber Company of Canada, Limited, Kitchener, Goodyear Tire and Rubber Company of Canada, Limited, New Toronto and Bowmanville, Gutta Percha and Rubber Limited, Toronto, Kaufman Rubber Company, Limited, Kitchener, Seiberling Rubber Company of Canada, Limited, Toronto, Viceroy Manufacturing Company, Limited, West Toronto.

As a result of the appointment of the Commissioner, a strike which had been called for May 27, unless a settlement were reached before hand, was cancelled for the time being at least.

Textile Workers, Carleton Place, Ontario.—Upon the request of the Minister of Labour for Ontario, Mr. L. W. Brockington, of Ottawa, was appointed on May 27, 1946, as an Industrial Disputes Inquiry Commissioner to investigate the dispute between Renfrew Woollen Mills, Limited, Carleton Place, Ontario, and its employees represented by Local 103, United Textile Workers of America. Employees of the Company had been on strike since April 2 in an effort to secure a wage increase of 15 cents per hour, a work-week of forty hours, two weeks' holidays with pay and other concessions. Several attempts to settle the dispute had been made by a conciliation officer assigned by the Provincial Department of Labour, but without success. The appointment of Mr. Brockington was made pursuant to Section 8 of Order in Council P.C. 4020 which provides that the Minister of Labour may appoint a Commission to investigate any situation which, in his opinion, may interfere with the effective transition to a peacetime economy.

Rubber Workers, St. Jerome, P.Q.—On behalf of the Quebec Labour Relations Board and with the joint consent of the parties, an Industrial Relations Officer of the Montreal office of the Federal Department of Labour conducted a representation vote on May 23, 1946, among certain employees of the Dominion Rubber Company, Ltd., St. Jerome, P.Q. The purpose of the vote was to determine whether the employees wished to continue collective bargaining through Local 144, Rubber Workers' Federal Union (T.L.C.C.) or to be represented in such matters by Local 79, Distillery, Rectifying Wine Workers' and Rubber Workers' International Union (A.F. of L.). The eligible voters comprised 1344 hourly rated employees, excepting supervisors, clerks, laboratory employees, plant guards and employees of the leather shoe department of the plant. A total of 1,207 workers cast their ballots, 860 voting for Local 144, Rubber Workers' Federal Union, and 340 for Local 79,

Distillery, Rectifying Wine Workers and Rubber Workers' International Union. There were 7 spoiled ballots.

Hotel Employees, Toronto, Ontario.—In the latter part of April, 1946, the Department received a recommendation from the Minister of Labour for Ontario for the appointment of an Industrial Disputes Inquiry Commissioner under Section 5 of Order in Council P.C. 4020 to investigate the dismissal of six employees of the Morrissey Hotel, of Toronto, allegedly for union membership. His Honour Judge Samuel Factor, of Toronto, was appointed on April 25 by the Federal Minister of Labour to deal with the charges, which had been laid by the representative of Local 280, International Beverage Dispensers' Union. The Commissioner found that five of the employees in question had been dismissed because of their union membership and recommended their reinstatement. He reported that the evidence fell short of establishing that the sixth man was dismissed for the same reason. On May 18, the Federal Minister of Labour ordered the Hotel Proprietor to reinstate the five employees who were wrongfully dismissed and to pay them the wages lost during the period between their dismissal and reinstatement.

Bus Drivers and Mechanics, Sydney, N.S.—Some 40 employees of the Sydney and Whitney Pier Bus Company, Sydney, N.S., went on strike on May 11, 1946, in protest against the dismissal of a coloured bus cleaner. An Industrial Relations Officer stationed at Glace Bay, N.S., immediately conferred with representatives of the Company and the Canadian Brotherhood of Railway Employees and Other Transport Workers, which Union represented the employees. A Halifax representative of the Union also undertook direct negotiations with the employer. Work was resumed on May 14, on the understanding that the dispute would be arbitrated in accordance with established grievance procedure.

Logging and Lumber Mill Workers, British Columbia.—The principal industry of British Columbia was brought to a virtual standstill on May 15, 1946, by a strike called by the International Woodworkers of America. It was reported to affect some 247 employers operating 1,122 logging camps and 605 sawmills, wood-working plants, shingle-and-planing mills, and sash-and-door mills. Some 37,000 coastal and interior workers were directly involved. On May 21 a further group of about 1,000 workers in the northern interior region also joined the strike.

The dispute arose out of union demands for general wage increases, a 40-hour week, union

shop conditions and a check-off of union dues. The woodworkers were receiving hourly wages ranging from 67 cents for common labour to \$1.27 for high riggers. The union originally asked for a 25 cents-an-hour increase.

In negotiations affecting operations in the coastal region and southern interior, which commenced on March 21 and continued intermittently until May, the union was reported as being willing to accept a wage increase of 18 cents an hour together with its other demands, and there were hints after the strike began that it would come down to a 16-cent increase. On the other hand, the operators' representatives made various offers to compromise, ending up with an offer of a 12½-cent per hour wage increase, and reduction of hours to a 44-hour week with time and one-half rates for work in excess of 8 hours per day or 44 hours per week. The proposals of the operators were conditional upon their approval by the employees prior to adoption.

Negotiations had also taken place between union representatives and a committee representing interior operators, assisted by the Chief Conciliation Officer for British Columbia. These had also broken down without agreement being reached on any important point.

When a complete deadlock had been reached in negotiations and a stoppage of work appeared imminent, the Dominion Minister of Labour on the recommendation of the Provincial authorities appointed the Honourable Chief Justice of British Columbia, G. McG. Sloan, on May 11 as an Industrial Disputes Inquiry Commissioner under the provisions of Section 8 of Order in Council P.C. 4020. The Commissioner at once called the parties into conference. Representatives of the employers would not enter into negotiations unless the union would forthwith rescind its strike order for May 15. The union, on its part, would not consent to call off the strike except on its own terms, which were that the industry agree to an 18-cent per hour general increase in wages; to a 40-hour working week; to the appointment of an arbitrator with power to make a binding determination in relation to union security and check-off; and to settle all other matters in dispute through the process of negotiation with the union. The operators' representatives agreed to the last two proposals of the union, but refused to enter into any discussion of rates of pay or hours of work unless and until the union cancelled its strike order. Neither side would recede and the conference broke up, the Commissioner reporting that he was unable to effect a settlement and that he was unaware of any course of procedure to settle the dispute in a manner binding upon the disputants.

When the strike took place, as scheduled, it quickly made itself felt far beyond the bounds of the forest products industry. Construction came to a halt on public works and on housing projects. Many box plants soon used up reserve supplies of raw materials for making crates for fruit growers and fish canneries. Ships intended to carry timber to Great Britain and UNRRA areas were turned away. Work stopped on a million railroad ties for China ordered by UNRRA. Even ships to carry grain to famine stricken areas were hampered by the lack of lumber to line their holds. Newspapers both in Canada and the United States were compelled to cut down in size.

On May 21, on the recommendation of the Minister of Labour for British Columbia, the federal Minister of Labour requested the Honourable Mr. Chief Justice Sloan to extend and continue his inquiry. The Commissioner was asked to invite the parties to meet him with the idea of negotiating a wage rate which might be submitted to the Regional War Labour Board for consideration, and further, to agree to act as arbitrator on the points involved in the question of union security if the parties would agree that his decision should be final and binding.

After five days of hearings, the Commissioner on June 1 presented to the representatives of the employers and the operators his recommendations as to the terms on which the dispute should be settled. His report proposed a wage increase of 15 cents an hour "across the board"; an average 44-hour week in the logging industry, to be arranged by adopting a 48-hour week from April to September, inclusive, and a 40-hour week during the remaining months of the year; a 44-hour week in sawmills throughout the year; time-and-one-half pay for hours worked in excess of the 44-hour week during the six months in which the logging industry adopts a 48-hour week; and a voluntary revocable check-off of union dues. The Commissioner pointed out that the voluntary check-off had had legislative sanction in the Province for 44 years under the Master and Servant Act (in connection with medical service). On the issue of the union shop, the Commissioner was unable to reach the conclusion that the union, during the life of the 1946 agreement, would stand in any need of any form of additional "security". With reference to the employers' request for a provision that in the event of a strike the agreement should immediately become null and void, the Commissioner found that the provisions of the existing Master Agreement were adequate.

As this issue of the *LABOUR GAZETTE* went to press, it was learned that the lumber operators at a general meeting had decided to

accept the report of the Commissioner and that they were prepared to sign a Master Agreement with the union for the period of one year from the date on which work was resumed in the industry, the agreement to be identical with the previous agreement except for the changes necessary to give effect to the Commissioner's recommendations. The delegates of the union rejected the recommendations, claiming that they were unacceptable to the membership of the various locals.

Unlicensed Seamen, Great Lakes and Upper St. Lawrence River.—On May 27 the Canadian Seamen's Union called a general strike of its members on all vessels plying the Great Lakes and Upper St. Lawrence River in connection with its demands for an eight-hour day and three-watch system for deckhands and other unlicensed personnel. The deck crews had been working an 84-hour week, firemen only being on an 8-hour day among the unlicensed personnel. The strike was directed particularly against 18 companies belonging to the Dominion Marine Association, but as the strike progressed ships belonging to other companies were also affected.

Prior to the calling of the strike, the Minister and officials of the Department of Labour had been in close touch with the situation and had made numerous efforts to avert a tie-up. Most of the larger shipping operators were parties to an agreement with the Canadian Seamen's Union which was effective until August 1, 1946, but contained a qualification that amendment could be made thereto by mutual consent of the parties.

Several conferences on the question of the shorter hour week took place between representatives of the shipping operators and the union in the months following the signing of the agreement, but without conclusive results. On March 21 and March 25, 1946, just prior to the opening of the navigation season, the Minister of Labour and the Minister of Transport and officers of their departments held conferences in Ottawa with a representative group of shipping operators and with officers of the Canadian Seamen's Union, respectively. To the operators the Minister of Labour stated that he could not defend the 84-hour week; and to both groups he stated his conviction that the issue could best be settled by the process of collective bargaining.

On March 27 the Minister of Labour sent telegrams to the union and to the Dominion Marine Association proposing a joint conference between them on April 8. In the telegrams he stated that if the parties concerned were agreeable, the conference could be held in the Toronto office of the Dominion

Department of Labour. In reply, the Minister was informed that arrangements for such a conference had already been made by the president of the union and the counsel for the Marine Association, and that it had been agreed between them that the meeting would be held in the office of the Association. A few days later the president of the union made representations to the Department that the other members of the Seamen's executive felt strongly that the meeting should be held in the Labour Department's office and that it should be presided over by a representative of the Government. He was informed that no firm arrangement had been made to this effect, and that departmental officers considered that the parties should try to reach a settlement through collective bargaining, but that a conciliation officer would be available should the parties need and ask for his assistance. However, the union officers refused to keep the appointment with the Marine Association members on April 8, as arranged by their President, when the operators turned down a union proposal that an officer of the Department should preside or, at least, open the meeting and remain on hand in case he was needed.

The union then announced that it had decided, as a result of the "refusal of the lake operators to allow a representative of the federal government to sit in" at negotiations, to take a strike vote beginning April 15. The Minister of Labour at once appealed to the union president, stating that inasmuch as the process of collective bargaining had not been concluded, a strike vote at that time seemed unnecessary and could not be said to be in accordance with the provisions of the Wartime Labour Relations Regulations, P.C. 1003. This appeal failed.

As a result of further efforts by departmental officers, a conference between the ship owners and the union was arranged and took place in Toronto on May 20 and 21, with a senior conciliation officer of the Department in attendance. At it, the operators agreed to accept the principle of the 8-hour day and 56-hour week, and, as a partial step towards implementing the principle, offered immediately to engage an additional oiler and an additional wheelsman aboard each vessel and to make other concessions, including certain overtime pay. Disagreement ensued over the detailed application of the plan, which the union claimed did not go far enough, and the negotiations broke off.

Feeling that the parties were not very far apart, the Minister of Labour then arranged a meeting of the parties to be held in Ottawa on May 28, and both sides indicated their

intention of being present. However, on the morning of May 24 an incident occurred at Montreal which upset matters. The Department was informed that two union delegates who had boarded a vessel owned by Canada Steamships Lines, one of the operating companies, were ordered off by the Master, who said that they could not discuss their business with the crew except during the lunch period. Ten members of the crew, of whom eight were off duty, followed the union delegates to the wharf and when they attempted to go aboard the vessel again, were refused admittance. The union claimed that the Master's actions were a violation of the collective agreement and constituted a lock-out. The Company maintained that the agreement contained provisions for the settlement of grievances and that these should have been invoked by the men, instead of walking off the ship. Officers of the union then called a strike on all the vessels of the Canada Steamship Lines, and followed up this action by issuing orders on May 27 for a general strike on inland and coastal vessels.

On May 28 representatives of the union and of the ship owners came to Ottawa as previously arranged, but events proved that the opportunity for a harmonious discussion of their differences had been dissipated by the intervening occurrences. Numerous separate and some joint conferences were held up until the *LABOUR GAZETTE* went to press, but were hampered by the policies followed by both parties outside the conference chamber, and no agreement resulted.

With regard to developments of the strike itself, it was difficult to acquire an accurate picture from day to day, particularly during its early stages, because of conflicting reports upon the number of men on strike, the number of ships operating and the number idle because of strike action. At the commencement it was reported that, of some 146 vessels owned by the 18 companies directly involved in the dispute, only about 93 were operating and that the rest were tied up either through lack of cargoes or through lack of coal caused by the soft coal strike in the United States. The operators made a determined attempt to run their vessels with non-striking crews or with non-union labour recruited at various points. Violence flared at many points, with the Canadian Seamen's Union concentrating their efforts to prevent ships being manned by crews of any description at the Welland Canal, the Cornwall Canal, and to a lesser extent the Sault Ste. Marie locks. By June 7, it was clear that shipping was pretty much at a standstill from the Welland Canal to Montreal, but that

quite a number of vessels were still plying the Upper Lakes. At the instance of the employing companies, about 175 strikers were arrested and charged with desertion or violence. Crews walked off numerous vessels not belonging to members of the Dominion Marine Association and with which the C.S.U. did not have collective agreements. Other vessels in this category were successfully picketed, both in Canadian and United States ports. Oil tankers were the most important vessels in this group. A truce proposed by government officials and at first accepted by the negotiators for both sides failed to take effect because of sporadic incidents and because of the determination on both sides not to lose any possible advantage.

At the outset of the strike, owing largely to a misunderstanding, the crews walked off two or three vessels operated by the federal Department of Transport, while the crews of a couple of others of the Department's fleet refused to leave port. An understanding was quickly reached through conversations between federal officials and representatives of the union, and the vessels at once resumed their functions of tending lighthouses, servicing buoys, etc.

Textile Products Workers, Toronto, Ont.— Upon the request of the Minister of Labour for Ontario, the Federal Minister of Labour, on May 17, 1946, appointed His Honour Judge Samuel Factor, of Toronto, as an Industrial Disputes Inquiry Commission to investigate charges that six employees had been dismissed by Rose Marx Brassieres Company Limited, Toronto, because they were members of or working on behalf of the International Ladies' Garment Workers' Union. The Commissioner reported on May 29 that he had succeeded in arranging a settlement whereby the employer agreed to take back five of the employees involved and to pay them a money settlement for wages lost during their separation from employment. The case of the sixth employee was dropped by the union.

*Newspaper Compositors, Winnipeg, Man., and Other Points.**—In the April issue of the LABOUR GAZETTE (p. 493), it was reported that the Minister of Labour had appointed Mr. W. D. Card, K.C., of Portage la Prairie, Man., as an Industrial Disputes Inquiry Commissioner to endeavour to settle the dispute between the Southam Company, Ltd. (Winnipeg Tribune Division), the Winnipeg Free Press Co., Ltd., and the Winnipeg Typographical Union No. 191. Earlier, Mr. Justice W. J. Major had acted, without success, as a Commissioner in connection with the same situation, which began as a strike of some 120 composing room employees of the two companies on November 9, 1945. The chief issues in dispute between the parties were the union's policy of the non-arbitrability of disputes arising out of its "laws", the 40-hour week, and payment of overtime if the Union could not provide enough labour under its closed shop contract.

The report of Commissioner Card was made early in May. After reviewing the attitudes of the parties to the dispute, the Commissioner reported that he was unable to bring about a settlement, and that because of the position taken by the two sides, he regretted that he could make no useful recommendation for its solution.

On May 30, 1946, compositors of three other newspapers published by the Southam Company Limited went on strike and were joined by a fourth on June 5. The papers affected were the *Edmonton Journal*, the *Hamilton Spectator*, the *Ottawa Citizen* and the *Vancouver Province*. The strike was reported to be in sympathy with the employees affected by the Winnipeg situation. In addition, a strike of linotypers occurred on the *Edmonton Bulletin*, published by the Alberta Free Press Limited, when the publishers of the *Journal* and the *Bulletin* attempted to issue a joint paper with a double masthead.

* See also page 756.

Collective Agreements and Wage Schedules

Recent Collective Agreements

COLLECTIVE agreements received in the Department are outlined in the *LABOUR GAZETTE* from month to month. It is not possible because of limitation of space to include all agreements received. The agreements are in most cases signed by representatives of the employers and workers, but schedules of rates of wages, hours of labour and other conditions of employment drawn up and verbally agreed to by representatives of the employers and workers are also included.

Agreements made obligatory under the Collective Agreement Act in Quebec and schedules under Industrial Standards Acts are summarized in separate articles following this.

Mining, Non-Ferrous Smelting and Quarrying: Coal Mining

STELLARTON AND SYDNEY MINES, N.S.—THE ACADIA COAL COMPANY, LTD., AND OLD SYDNEY COLLIERIES LTD., AND UNITED MINE WORKERS OF AMERICA, DISTRICT 26.

Agreements to be in effect from the retro-active date of February 1, 1945, to January 31, 1947, and thereafter from year to year subject to 4 months' notice. These agreements are similar to the agreements at Cape Breton and Springhill summarized in the *LABOUR GAZETTE*, May, 1946, p. 625.

Mining, Non-Ferrous Smelting and Quarrying: Non-Metallic Minerals Other Than Coal

ASBESTOS, P.Q.—CANADIAN JOHNS-MANVILLE COMPANY LTD., AND SYNDICAT NATIONAL CATHOLIQUE DE L'AMIANTE D'ASBESTOS, INC. (NATIONAL CATHOLIC SYNDICATE OF ASBESTOS WORKERS)

Agreement to be in effect from February 1, 1946, to January 31, 1948, and thereafter from year to year subject to 30 days' notice. The company recognizes the union as the exclusive bargaining agent for all eligible employees. Check-off: company will deduct union dues from members' pay who so authorize and remit same to the union. Members may also revoke their authorization at any time.

Hours: 8 per day, 6 days per week, a 48-hour week. Time and one-half for overtime and for work on Sundays and 8 specified holidays except as part of regular shift. Vacation: one week with pay for employees with one year's service of at least 2400 hours or 300 days.

Wage rates: scale of wages as of December 31, 1945, to be in effect with an increase of

10 per cent for hourly paid males and 6 per cent for hourly paid female employees subject to approval of Regional War Labour Board. Apprentices (in manufacturing) in the trades of machinists, carpenters, sheet metal workers, electrical workers, mechanics and welders who must be between 16 and 25 years of age when starting to work, will be paid 40 cents per hour during the first year, 45 cents per hour during second year, 52 cents in third year, 57 cents in fourth year and trade scale in fifth year. Boys in the manufacturing department under 21 years of age replacing girls or men will start at 42 cents per hour, increased by 3 cents per hour after each full year till maximum of 53 cents per hour is reached. Wage incentive rates: existing rates to continue unless there is a change in working conditions or methods of operation. Any new incentive rates shall be the result of a study by the Industrial Engineering Department and shall be agreed to by the Labour Relations Committee of the Department concerned and the officers of the Union. Provision is made for an apprenticeship plan, seniority rights and grievance procedure.

Manufacturing: Tobacco and Liquors

MONTREAL, P.Q.—W. C. MACDONALD INCORPORATED AND THE TOBACCO WORKERS' INTERNATIONAL UNION, LOCAL 235.

Agreement to be in effect from April 6, 1946, to April 6, 1947, and thereafter from year to year subject to 60 days' notice. The company recognizes the union as the sole bargaining agency for its employees, who are members of the union. All employees who are now or hereafter become union members will remain in good standing as a condition of continued employment. New employees must also become union members after the 2 months' probationary period.

Hours of work: 10 per day on Tuesday, Wednesday, and Thursday, 9 on Monday and Friday, a 48-hour week. Overtime: except for watchmen and power plant employees, overtime is payable at time and one-half; all work on Sundays and nine specified holidays, six of which are paid holidays shall be paid for at the rate of double time. Factory will also close down on All Saints' Day if manufacturing conditions permit. Vacation: one week with pay for employees with one to seven years' continuous service, two weeks with pay for those with 7 or more years' service.

Wages: "It is the policy of the Company that its wage scale for similar work under similar conditions shall be at least as high as the wage-scale in other tobacco factories in Montreal". Presently existing scale of wage rates including incentive shall continue in effect during the life of the agreement.

Provision is made for seniority rights and grievance procedure.

Manufacturing: Textiles and Clothing

HAMILTON, ONT.—HAMILTON TWINE MILLS OF INTERNATIONAL HARVESTER COMPANY OF CANADA, LIMITED, AND THE UNITED STEELWORKERS OF AMERICA, LOCAL 3697.

Agreement to be in effect from January 31, 1946, to January 31, 1947, and thereafter subject to 30 days' notice. The Company recognizes the union as the sole representative of the employees for the purpose of collective bargaining. Check-off: the company will upon authorization of employees deduct \$1 monthly for union dues from employees' pay and remit same to the union. This check-off is contingent upon more than 50 per cent of the employees' continued authorization and practice of it.

Hours and overtime: the present regular schedule of departmental working hours shall be continued, time and one-half will be paid for work in excess of 9 hours per day or 45 hours per week, and for work on Sundays and 8 specified holidays. Vacations to be in accordance with the Harvester Vacation Plan as amended, subject to Dominion or Provincial government Orders in Council.

Wage rates: prevailing general wage rates to remain in effect until either party proposes an increase or decrease, when a sincere effort will be made through collective bargaining to arrive at a satisfactory conclusion. A premium of 5 cents per hour will be paid for all work performed between the hours of 7 p.m. and 7 a.m. subject to the approval of the Regional War Labour Board. This premium is not to be taken into account in computing overtime remuneration.

Provision is made for an apprenticeship plan, seniority rights and grievance procedure.

Manufacturing: Printing and Publishing

JOLIETTE, P. Q.—LA COMPAGNIE CANADIENNE DE PAPETERIE, L'ÉCARTÉ AND LE SYNDICAT NATIONAL DES EMPLOYÉS EN IMPRIMERIE DE JOLIETTE, INC. (NATIONAL SYNDICATE OF PRINTING EMPLOYEES).

Agreement to be in effect from June 6, 1945, to June 5, 1946, and thereafter from year to year subject to 30 days' notice. The company recognizes the union. Check-off: the company will deduct from the pay of employees who so authorize it, union dues and pay these over to the union. Such authorization is for the duration of the agreement.

Hours of work and overtime to conform with Orders-in-Council governing the printing trades in Montreal and district, (L. G. Feb. 1946, p. 187, Apr. p. 499 and previous issues).

Hourly wage rates: females—first 6 months 20 cents, second 6 months 24 cents, thereafter minimum 28 cents, scale 28 to 35 cents plus production bonus in certain departments; males—first 6 months 35 cents, second 6 months 40 cents, truckers and stripping machine operators 40 cents; addressers (expediting department), warehousemen, and waste paper packers 45 cents; wrappers 50 cents; paging machine operators, first 6 months 42 cents, thereafter 50 cents; "Challenge" hole punching machine operators and binding machine operators 42 cents; cutting room and ruling department workers 45 cents during first year increased to 76 cents in sixth year; press and typography workers 57 to 76

cents; helpers 45 cents; millwrights and embossing machine operators 76 cents. Vacation: one week with pay in accordance with Regional War Labour Board regulation during summer months.

Provision is made for grievance procedure.

Manufacturing: Pulp and Paper

ESPANOLA, ONT.—THE KALAMAZOO VEGETABLE PARCHMENT COMPANY LTD., AND THE INTERNATIONAL BROTHERHOOD OF PULP SULPHITE AND PAPER MILL WORKERS (LOCAL 74) AND THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS (LOCAL 956).

Agreement to be in effect from April 1, 1946, to May 1, 1947, and thereafter from year to year subject to 60 days' notice. The company recognizes the unions as the agencies representing all eligible employees. All permanent and seasonal employees on operation and maintenance covered by the agreement shall become members of their respective union within 30 days after entering the company's employ and shall maintain membership in good standing as a condition of continued employment. The Company, when hiring new men, shall give preference to members of the unions.

Hours of work: 8 per day, 6 days per week, a 48-hour week for both day and tour workers. Overtime for day workers: time and one-half will be paid for overtime and for work on Sundays and 4 specified holidays. Vacation: one week with pay for employees with one year's permanent employment with the company consisting of at least 2,100 hours.

Wage rates: agreement to be reviewed prior to August 1, 1946, at which time schedule of wages will be agreed upon by the company and the union and become part of the agreement as of August 1. The matter of pay for some statutory holidays will be given full deliberation and consideration prior to August 1.

Provision is made for grievance procedure.

Manufacturing: Metal Products

BROCKVILLE, ONT.—PHILLIPS ELECTRICAL WORKS LIMITED AND THE UNITED ELECTRICAL, RADIO AND MACHINE WORKERS OF AMERICA, LOCAL 510.

Agreement following strike (L. G. March, 1946, p. 363, April, p. 543 and May, p. 687, to be in effect from April 11, 1946, to April 10, 1947, and thereafter subject to 60 days' notice. The company recognizes the union as the sole and exclusive collective bargaining agency for all eligible employees. Check-off: the company shall deduct upon authorization from employees monthly dues of \$1 and/or initiation fee of \$2 and remit same to the union. This authorization may be cancelled by the employer at any time.

Hours of work: 8 per day Monday through Friday, 4 on Saturday (except for Rod Mill), a 44-hour week for all. Overtime: time and one-half shall be paid for work in excess of regular hours and double time for work on Sundays and 8 specified holidays. Vacation: one week with pay for employees with one to 5 years continuous service with the company, two weeks with pay for those with 5 or more years' service. Two to five days with pay for those with 6 to 11 months' service.

Wage rates: starting rate for new male employees shall be 49 cents per hour and for females 41 cents, both automatically increased by 5 cents per hour at the end of 6 weeks employment. Subject to authorization under the War-time Wages Control Order the company agrees to pay a 5 cent per hour increase to all employees. There is an incentive bonus plan. All operators working on bonus rated jobs are guaranteed their established base hourly rates. After any bonus rate has been officially established, the company guarantees that the rate will not be changed as long as operating methods, conditions, designs and tools for making parts involved remain unchanged.

Provision is made for seniority rights and grievance procedure.

PETERBOROUGH, ONT.—PETERBOROUGH LOCK MANUFACTURING COMPANY, LTD., AND THE UNITED ELECTRICAL, RADIO AND MACHINE WORKERS OF AMERICA, LOCAL 527.

Agreement to be in effect from July 4, 1945, to July 4, 1946, or 1947, subject to 30 days' notice before expiry date. The company recognizes the union as the sole and exclusive bargaining agent for all eligible employees.

Hours of work: 9 per day Monday through Friday, 3 on Saturday (except for iron foundry and watchmen), a 48-hour week. Rest period of 10 minutes allowed each half shift. Overtime: time and one-half for work in excess of 48 hours per week, also for work on Sundays and 6 specified statutory holidays and 2 additional days when latter are declared holidays. Vacation: one week with pay for employees with one year's continuous service with the company.

Wage rates: present scale to be continued until another scale as may be agreed to by the company and the union and approved by the Regional War Labour Board.

Provision is made for seniority rights and grievance procedure.

LONDON, ONT.—SPARTON OF CANADA LIMITED AND THE UNITED STEELWORKERS OF AMERICA, LOCAL 3383.

Agreement to be in effect from February 21, 1946, to February 21, 1947, and for another year if agreeable to both parties within 10 days of expiry date. This agreement is similar to the one previously in effect and summarized in the LABOUR GAZETTE, December, 1945, p. 1823, with the following additions—Check-off: the company agrees to deduct monthly the sum of \$1 union dues from the pay of employees who so authorize and to the extent authorized and to remit same to the union by the end of the month.

Wages to be in accordance with existing scale of wage rates and practices, subject to any modifications that may be ordered by the Regional War Labour Board, or that may be arranged by negotiations between the parties, provided, however, that this shall not take place for a period of at least six months.

Manufacturing: Non-metallic Minerals, Chemicals, Etc.

ASBESTOS, P.Q. — CANADIAN JOHNS MANVILLE COMPANY LTD., AND SYNDICAT NATIONAL CATHOLIQUE DE L'AMIANTE D'ASBESTOS, INC.

For summary of agreement see above under Mining, Non-Ferrous Smelting and Quarrying: Non-Metallic Minerals other than Coal.

*Transportation and Public Utilities:
Air Transport*

TRANS CANADA AIR LINES AND INTERNATIONAL ASSOCIATION OF MACHINISTS, LODGE 714 (AIRCRAFT MAINTENANCE MECHANICS, ETC.)

This agreement, which covers all landing fields of the Trans Canada Air Lines in Canada, to be in effect from December 1, 1945, to November 30, 1946, and thereafter subject to 30 days' notice. The company recognizes the union as the official bargaining agency of certain employees in its Maintenance and Overhaul Stores, Cargo and Commissary Departments, of which the majority of such employees are members of the union.

Hours of work: 8 per day exclusive of meal periods, 5½ days per week, where not practicable to relieve employees one and one-half days in seven. The number of days off for any such employee shall not be less than six in any four periods of 7 consecutive days. So far as practicable, consistent with the requirements of the service, the employee's day off shall be Sunday. Seven specified legal holidays will be observed. Employees required to work on these holidays will be credited with pro rata overtime with a minimum of 4 hours. Overtime to be credited on a pro rata basis and compensatory time off allowed. Time in excess of regular shift exclusive of meal period in any 24-hour period shall be considered over time except in the case of rotation of shifts. Vacation: 2 weeks with pay for employees who have completed one year or more of service by the end of March, those with less than one year's service by the end of March one day's vacation with pay for each full month of continuous service.

Minimum monthly wage rates: crew chief, \$204.93; sub-foreman, air engineer, aircraft inspector, senior mechanic, \$194.93; junior mechanic, \$139.93 during first 6 months to \$169.93 in fourth 6 months; learner, \$79.93 in first 6 months to \$129.93 in sixth 6 months; chauffeur, \$119.93 in first 6 months to \$149.93 in fourth 6 months and thereafter; cleaner, janitor and labourer, \$119.93; stockkeeper or shipper and receiver, \$159.93 in first 6 months to \$184.93 in third 6 months and thereafter; assistant stockkeeper or assistant shipper and receiver, \$129.93 in first 6 months to \$149.93 in third 6 months and thereafter; issuer, \$79.93 in first 6 months to \$119.93 in fifth 6 months and thereafter; cargo agent, \$124.93 in first 6 months to \$154.93 in seventh 6 months and thereafter; cargo handlers and commissary handler, \$109.93 in first 6 months to \$149.93 in ninth 6 months and thereafter.

Provision is made for seniority rights and grievance procedure.

Trade

WINNIPEG, MAN.—THE WEARING APPAREL ASSOCIATION OF WINNIPEG (15 STORES) AND RETAIL CLERKS INTERNATIONAL PROTECTIVE ASSOCIATION, LOCAL 286.

Agreement to be in effect from November 17, 1945, to November 16, 1946.

Hours of work: stores to open and working day to commence at 9 a.m. and to close and working day to finish at 6 p.m. every working day except Saturday and except on the day when there is a weekly half holiday, provided however, that the stores which now keep open Saturday may remain open until 8 p.m. without additional payment to employees who shall be allowed one-half hour as a supper period. If a store chooses to remain open until 9 p.m. on Saturday, double pay shall be allowed for this extra hour plus one hour for a supper period. Stores which now close at 6 p.m. on Saturday shall continue to do so. There shall be a regular half holiday on either Wednesday or Saturday afternoon in every week when the store shall close at 1 p.m. except during December. Overtime: time and one-half for all work in excess of regular working day. Nine specified holidays shall be observed without reduc-

tion in pay and any other day on which the employer's store is closed. Every employee shall have at least one hour off for lunch and shall be allowed a 10-minute rest period each forenoon and afternoon of every working day except the day of the weekly half holiday. Vacation: full time employees who have been working for an employer for one year on the first of August in any year shall receive one week with pay. Those who have been working two or more years, 2 weeks with pay, while those with less than one year of work (but who entered the service of the employer not later than the first day of March in such year), shall be entitled to one week's continuous vacation without pay.

Wage rates: minimum of \$14 per week for female workers and \$16 per week for male workers over 16 years of age. An increase of 10 per cent in wage rates will be granted to the employees, with the exception herein stated, provided that no increase shall be granted to employees now receiving \$25 per week or over and that no increase shall bring the wage of any employee above \$25 per week. The exceptions are executives, managers, bookkeepers, bookkeeper-clerks, bona fide cashiers and office staff.

Provision is made for the immediate setting up of a grievance procedure.

Collective Agreement Act, Quebec

Recent Proceedings Under the Act

IN Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. Further information concerning this legislation is given in the LABOUR GAZETTE, January, 1943, p. 86. Proceedings under this act and earlier legislation have been noted in the LABOUR GAZETTE monthly since June, 1934.

Recent proceedings under the Act include the extension and later correction of one new agreement and the amendment of seven others, and the repeal of one agreement all of which

are noted below. Requests for new agreements for permanent municipal employees, employees of the gas and electrical departments, of Sherbrooke, and clerks at Richmond and Melbourne were published May 4. Requests for the amendments of the agreements for municipal employees at Sherbrooke, men's and boys' hat and cap industry for the Province, barbers and hairdressers in Hull, and the fur industry at Quebec were also published May 4. Requests for the amendments of the agreements for barbers and hairdressers in Joliette, millinery workers at Montreal, the men's and boys' clothing industry in the province, hospital employees at Quebec, and the fur industry at Montreal were gazetted May 11.

Orders in Council were also published approving or amending the constitution and by-laws of certain joint committees and others approving the levy of assessment on the parties.

Manufacturing: Fur and Leather Products

TANNERY INDUSTRY, PROVINCE OF QUEBEC

An Order in Council, dated April 18, 1946, and gazetted April 27, amends the previous Orders in Council for this industry (L.G., March, 1945, p. 349, April, p. 517; May, 1946, p. 627, and previous issues). Amendments do not affect the summary already given.

WHOLESALE FUR INDUSTRY, MONTREAL

An Order in Council, dated April 18, and gazetted April 27 extends the term of the agreement (L.G., Nov., 1944, p. 1368; April, 1945, p. 517, Aug., p. 1197, Oct., p. 1520) to July 1, 1946.

Manufacturing: Textiles and Clothing

MILLINERY INDUSTRY, MONTREAL

An Order in Council, dated April 18, and gazetted April 27, amends the previous Orders in Council for this industry (L.G., January, 1942, p. 234 and previous issues). The names of the contracting parties are amended to read; The United Hatters, Cap and Millinery Workers International Union, Local 49, and The Association of Millinery Manufacturers. Other amendments do not affect the summary already given.

Manufacturing: Miscellaneous Wood Products

FURNITURE INDUSTRY, PROVINCE OF QUEBEC

An Order in Council, dated April 18, and gazetted April 27, repeals the Order in Council, November 1937 and all amendments relating to this industry. This agreement was replaced by that published in the LABOUR GAZETTE, April, 1946, p. 499.

Trade

RETAIL STORES, QUEBEC

An Order in Council, dated April 18, and gazetted May 4, amends the previous Orders in Council for this industry (L.G., April, 1943, p. 490; August, 1944, p. 1007, September, p. 1442; May, 1946, p. 629, and previous issues.) The names of the contracting parties are amended to read "La Section de la Nouveaute", and "La Section des Marchands de Meubles, d'Appareils et d'Accessoires Electriques" of The Retail Merchants Association of Canada, inc., and "Le Syndicat Catholique des Employés de Magasin de Québec, inc." and "L'Association professionnelle des Employés de Bureau du District de Québec, inc."

Weekly wage rates: departmental manager, \$45 for males and \$35 for females, if annual turnover is \$100,000; \$40 and \$30 if annual turnover exceeds \$50,000; \$35 and \$25 if annual turnover is less than \$50,000; head displayer (males) \$34.60; floor walker, \$33; bookkeeper, \$29.60; regular employee (males) from \$9.50 during first year to \$19 during fifth year; after five years from \$22 to \$30; (females) from \$8.60 in first year to \$12 in third year, after three years from \$13.50 to \$16.

Other amendments do not affect the summary already given.

GROCERS AND BUTCHERS AND RESTAURANT-GROCERY EMPLOYEES, JOLIETTE

An Order in Council, dated April 18, and gazetted April 27, and corrected in the May 4 issue of the QUEBEC OFFICIAL GAZETTE, makes obligatory the terms of a new agreement between "L'Association patronale catholique des Epiciers et Bouchers de Joliette, inc." and "Le Syndicat catholique et nationale des Employés Epiciers et Bouchers de Joliette, inc." Agreement to be in effect from April 27, 1946, to April 26, 1947, and thereafter from year to

year until 30 days' notice. Territorial jurisdiction applies exclusively to the City of Joliette.

Hours: 57-hour week, however, hours in grocery-restaurant are those required by the concern, but the sale of grocery goods will be prohibited before or after the hours mentioned. Hours may be extended on certain specified days. Overtime: employers may require two overtime hours from their employees without extra pay for the sole purpose of cleaning the establishment. Other overtime work is payable at time and one-half.

Minimum wage rates:	per week
1st butcher-clerk in charge of the butcher shop (when the employer himself is not a butcher).....	\$30.00
1st butcher-clerk under the direction of a butcher-employer.....	25.00
Butcher-clerk	21.00
Apprentice-butcher:	
1st year	\$ 9.00
2nd year	12.00
3rd year	15.00
4th year	18.00
1st grocer-clerk in charge of the grocery (when the employer does not work regularly as grocer).....	\$30.00
1st grocer-clerk under the direction of an employer working regularly as grocer	25.00
Grocer-clerk and clerk:	
1st year	\$ 9.00
2nd year	12.00
3rd year	16.00
After three (3) years	20.00
Delivery men shall receive the following wages:	
Delivery men on truck	\$20.00
Delivery men on horse-drawn vehicles.	10.00
Delivery man committed to the care of the horse	11.00
Delivery men on bicycles: (when the employer furnishes the bicycle and keeps in repair).....	8.00
(when the employee furnishes the bicycle)	10.00
Vacations: one week with pay after one year's service.	

Service: Professional Establishments

HOSPITAL AND RELIGIOUS INSTITUTION EMPLOYEES, ST. HYACINTHE

An Order in Council, dated April 18, and gazetted April 27, amends the previous Orders in Council for this industry (L.G., March, 1945, p. 350, April, p. 518; May, 1946, p. 629).

Weekly wages for regular male employees—orderlies from \$18.50 to \$30 in zones I, II and III, servicemen from \$16 to \$24 in zone I, \$14.50 to \$20 in zone II and from \$13 to \$18 in zone III; female regular employees—nurses from \$21 to \$24 in zones I, II and III after one year; supervisors from \$15 to \$19 after one year in all zones; teachers, office employees, skilled employees, cooks, from \$10 for first 6 months to \$15 after 2 years in zone I, from \$9 to \$14 in zone II, from \$8 to \$13 in zone III; seamstress from \$14 to \$16 in zone I, \$13 to \$14 in zones II and III.

Vacation: an employee who has worked at least six months at the date of the vacation is entitled to three days of paid vacation.

*Service: Business and Personal***BARBERS AND HAIRDRESSERS, QUEBEC**

An Order in Council, dated April 18, and gazetted April 27, amends the previous Orders in Council for this industry (L.G., October, 1944, p. 1247; March, 1945, p. 351, August, p. 1199).

Hours in zone V are now 60 per week. Hours during which shops may be opened are specified.

BARBERS AND HAIRDRESSERS, ST. HYACINTHE

An Order in Council, dated April 18, and gazetted April 27 amends the previous Orders in Council for this industry L.G., Jan., 1945, p. 71; Jan., 1946, p. 52, and previous issues)

Minimum prices are changed in one zone.

*Industrial Standards Acts, Etc.***Schedules of Wages and Hours Recently Approved by Provincial Orders in Council in Ontario, Saskatchewan, Alberta**

IN six provinces—Ontario, Alberta, Nova Scotia, Saskatchewan, New Brunswick and Manitoba—legislation provides that, following a petition from representatives of employers or employees in any (or specified) industries, the provincial Minister charged with the administration of the Act may himself, or through a government official delegated by him, call a conference of representatives of employers and employees. This conference is for the purpose of investigating and considering the conditions of labour in the industry and of negotiating minimum rates of wages and maximum hours of work. A schedule of wages and hours of labour drawn up at such a conference, if the Minister considers

that it has been agreed to by a proper and sufficient representation of employers and employees, may on his recommendation be made binding by Order in Council in all the zones designated by the Minister. The Minister may also establish an advisory committee for every zone to which a schedule applies to assist in carrying out the provisions of the Act and the regulations. References to the summaries of these Acts and to amendments to them are given in the *LABOUR GAZETTE*, October, 1940, page 1077. Schedules of wages and hours recently made binding by Orders in Council under these Acts are summarized below.

Ontario*Manufacturing: Wood Products***HARD FURNITURE INDUSTRY, PROVINCE OF ONTARIO**

An Order in Council, dated April 1, and gazetted April 13, makes binding the terms of a new schedule for the hard furniture industry of Ontario to be in effect from April 23, 1946, "during pleasure".

Hours: 8½ per day, 4½ on Saturday, a 47-hour week. Overtime is payable at time and one-half.

Minimum wage rates: (Class B—all employees with less than 2½ years' experience, and under 21 when they entered the industry; Class C—male employees with less than 1½ years' experience and over 21 years when they entered the industry; Class A—all other employees). Class B from 35 cents to 47 cents per hour during fifth six months, afterwards Class A rates; Class C from 41 cents to 47 cents per hour during third six months, afterwards Class A rates; Class A 55 cents per hour minimum and 62 cents minimum average in certain specified sections of the province, and 53 cents minimum and 60 cents minimum average in the rest of the province.

*Construction***PAINTERS, OTTAWA**

An Order in Council, dated January 15, 1946, and gazetted January 26, 1946, makes binding the terms of a new schedule for the painting and decorating industry for Ottawa

to be in effect from February 5, 1946, "during pleasure".

Hours: 8 per day, 4 on Saturday, a 44-hour week. Overtime is payable at time and one-half; double time on Saturday after noon, Sundays and specified holidays.

Minimum wage rates: \$1.01 per hour for spray-painting and 86 cents per hour for all other work. Night work is payable at 10 cents per hour in addition to these rates.

This schedule is subject to The Hours of Work and Vacations with Pay Act, 1944. Apprentices shall be governed by the provisions of The Apprenticeship Act.

CARPENTERS, BROCKVILLE

An Order in Council, dated January 15, and gazetted January 26, makes binding the terms of a new schedule for employees of the carpentry trade, Brockville, to be in effect from February 5, 1946, "during pleasure".

Hours: 8 per day, 4 on Saturdays, 44-hour week. Overtime which is necessary to permit the pouring of concrete, if performed on Saturday before 6 p.m., to be paid at regular rate; ordinary overtime performed on Saturday before 4 p.m., or during the three hour period immediately following any other regular working day is payable at \$1.35 per hour; work performed at night, when it cannot be performed during regular working periods, is payable at the regular rate for the first eight hours only; all other overtime \$1.80 per hour unless advisory committee issues a special permit authorizing performance of the work at a lesser rate.

Minimum wage rate: 90 cents per hour; employees working on night shifts shall be paid 8 hours' pay for 7 hours worked.

This schedule is subject to The Hours of Work and Vacations with Pay Act, 1944. Apprentices are governed by The Apprenticeship Act.

CARPENTERS, BELLEVILLE

An Order in Council, dated April 24, and gazetted May 4, makes binding the terms of a new schedule for the carpentry industry for Belleville, effective May 14, 1946, "during pleasure".

Hours: 8 per day, 4 on Saturdays, a 44-hour week. Overtime is payable at time and one-half unless advisory committee issues special permit authorizing work at a lower rate; double time on Sundays and specified holidays. When work is performed at night because it cannot be performed during the day, it is payable at regular rates.

Minimum wage rate: 95 cents per hour.

This schedule is subject to the Hours of Work and Vacations with Pay Act, 1944.

CARPENTERS, OWEN SOUND

An Order in Council, dated March 8, and gazetted March 23, makes binding the terms of a new schedule for the carpentry industry, Owen Sound, effective April 2 1946, "during pleasure".

Hours: 44-hour week of 5½ days from November to March inclusive and 45-hour week of 5 days during the months of April to October inclusive. Overtime is payable at time and one-half, except the rate of wages for all overtime work in excess of 4 hours in any one day shall be double time.

Minimum wage rate: 90 cents per hour. Employees required to work on night shifts shall receive 8 hours' pay for 7 hours' work during the winter months, and 9 hours' pay for 8 hours' work during summer months.

This schedule is subject to The Hours of Work and Vacations with Pay Act, 1944. Apprentices shall be governed by the Apprenticeship Act.

CARPENTERS, WINDSOR

An Order in Council, dated April 24, and gazetted May 4, makes binding the terms of a new schedule for the carpentry industry in Windsor, effective May 14, "during pleasure".

Hours: 8 per day Monday to Friday, a 40-hour week of 5 days. Overtime is payable at double time except for the first hour which is payable at time and one-half; work on Saturdays, Sundays and holidays at double time.

Minimum wage rate: \$1.18 per hour. Employees working on night shifts shall be paid \$1.23 per hour or shall receive 8 hours' regular pay for 7 hours worked.

This schedule is subject to The Hours of Work and Vacations with Pay Act, 1944.

PLUMBERS, WINDSOR

An Order in Council dated January 23, and gazetted February 9, makes binding the terms of a new schedule for the plumbing and heating industry, Windsor, effective February 19, 1946, "during pleasure".

Hours: 8 per day Monday to Friday, a 40-hour week. Overtime is not permitted except with special permit and is payable at double time, except when emergency work is performed between 8 a.m. and 12 o'clock noon on Saturday

when the owner does not work on emergency repairs and does not employ more than one journeyman on emergency repairs when it is payable at regular rates.

Minimum wage rate: \$1.25 per hour. Employees on night shifts shall be entitled to 8 hours' pay for 7 hours' work.

This schedule is subject to the Hours of Work and Vacations with Pay Act, 1944. Apprentices are governed by the Apprenticeship Act.

CARPENTERS, PORT ARTHUR AND FORT WILLIAM

An Order in Council, dated April 9, and gazetted April 27, makes binding the terms of a schedule for the carpentry industry, Port Arthur and Fort William, effective May 7, 1946, "during pleasure".

Hours: 8 per day, 4 on Saturdays, a 44-hour week. Overtime payable at time and one-half for first 4 hours and double time thereafter; overtime on Saturday afternoon for the pouring of concrete is payable at regular rates.

Minimum wage rate: \$1 per hour. Employees working at night shall receive 8 hours' pay for 7 hours' work.

This schedule is subject to the Hours of Work and Vacations with Pay Act, 1944.

PLUMBERS, PORT ARTHUR AND FORT WILLIAM

An Order in Council, dated April 9, and gazetted April 27, makes binding the terms of a new schedule, for the Plumbing and Heating Industry in Port Arthur and Fort William, effective May 7, 1946, "during pleasure".

Hours: 8 per day Monday to Friday, a 40-hour week. Overtime is allowed only with permit from the advisory committee, and is payable at time and one-half between 5 p.m. and midnight. Overtime after 12 midnight to 8 a.m. and on Sundays and holidays is payable at double time.

Minimum wage rate: \$1.10 per hour. Employees on night shifts shall be entitled to 8 hours' pay for 7 hours' work.

This schedule is subject to The Hours of Work and Vacations with Pay Act, 1944.

Transportation and Public Utilities:

Local Transport

TAXICAB INDUSTRY, TORONTO

An Order in Council, dated April 24, and gazetted May 4, makes binding the terms of a new schedule for the taxicab industry in Toronto, effective May 14, 1946. "during pleasure."

Hours: 8-hour day, a 48-hour week. Overtime is payable at the rate of 65 cents per hour for drivers, 78 cents for dispatchers.

Minimum wage rates: \$20.95 per week or \$1.50 for the first three consecutive hours, 50 cents for each additional consecutive hour up to 5 on duty; dispatchers \$25 per week. Provision must be made for food and lodging on an out of zone trip. Uniforms are supplied by the employer at half the cost.

This schedule is subject to the Hours of Work and Vacations with Pay Act, 1944.

Trade

RETAIL GASOLINE SERVICE STATIONS, TORONTO

An Order in Council, dated April 24, and gazetted May 4, makes binding the terms of a new schedule for the retail gasoline service industry in Toronto, effective May 14, 1946, "during pleasure".

Hours: 8 per day, a 48-hour week. No overtime permitted except a limited amount and then only with permit from advisory committee when it is payable at time and one-half.

Minimum wage rates: from 50 cents for inexperienced workers to 70 cents per hour after one year's experience.

This schedule is subject to the Hours of Work and Vacations with Pay Act, 1944.

RETAIL GASOLINE SERVICE STATIONS, WINDSOR

An Order in Council, dated April 24, and gazetted May 4, makes binding the terms of a new schedule for the retail gasoline service industry, effective May 14, 1946, "during pleasure".

Hours: 48-hour week, 9-hour day, with Wednesday afternoons off. Overtime is not permitted except a limited amount and then only with special permit and is payable at time and one-half.

Minimum wage rates: from 50 cents for inexperienced employees to 70 cents per hour for employees with one year's experience.

This schedule is subject to the Hours of Work and Vacations with Pay Act, 1944.

Service: Business and Personal

BARBERS, CORNWALL

An Order in Council, dated January 15, and gazetted January 26, makes binding the terms of a new schedule for the barbering industry at Cornwall, effective February 5, "during pleasure".

Hours: from 5 a.m. to 6 p.m. on regular days; Saturdays and the days before certain holidays from 5 a.m. to 9 p.m.

Minimum wage rates: employees on full time employment \$20 per week; those on full time employment on a percentage or commission basis \$14 per week plus 50 per cent of proceeds in excess of \$19 from the work performed by the employee, plus an additional 10 per cent of proceeds in excess of \$30; night and Saturday employees, working 4 hours per day or less Monday to Friday and all day or less on Saturday, \$8.25 per week, plus 50 per cent of proceeds in excess of \$12.50 from the work performed by the employee; persons who work Saturdays or the day before a holiday and on the previous evening only, \$5.50 plus 50 per cent of proceeds in excess of \$7.50 from work performed by the employee; persons working Saturday or the day before a holiday \$4.40 per day or part thereof plus 50 per cent of proceeds in excess of \$6 from the work performed by the employee; persons working on days other than Saturday or the day before a holiday \$2.75 per day or part thereof plus 50 per cent of proceeds in excess of \$4 from the work performed by the employee.

A minimum charge scale is included.

BARBERS, SMITHS FALLS

An Order in Council, dated January 23, and gazetted February 9, makes binding the terms of a new schedule for the barbering industry in Smiths Falls, effective February 19, 1946, "during pleasure".

Hours: Monday and Friday 5 a.m. to 6 p.m., Tuesday and Thursday 5 a.m. to 8 p.m., on Saturday and days preceding holidays from 5 a.m. to 10 p.m., Wednesday from 5 a.m. to 12 noon, except in a week in which a holiday occurs. Wednesday hours are 5 a.m. to 6 p.m.

Minimum wage rates: full time workers on a percentage basis \$20 per week plus 60 per cent of his proceeds in excess of \$28; persons who work 4 hours per day or less from Monday to Friday inclusive and all day or less on Saturday \$11 per week plus 60 per cent of his proceeds in excess of \$15; persons who work Saturday or the day before a holiday and on the previous evening only \$3.25 plus 60 per cent of his proceeds in excess of \$10; persons who work only on Saturday or the day before a holiday \$5.50 per day or part thereof plus 60 per cent of his proceeds in excess of \$7.50; persons who work on days other than Saturday or the day before a holiday \$2.75 per day or part thereof plus 60 per cent of his proceeds in excess of \$4. A minimum charge scale is included in the schedule.

BARBERS, CARLETON PLACE AND PERTH

An Order in Council, dated January 15, and gazetted January 26, makes binding the terms of a new schedule for the barbering industry at Carleton Place and Perth, effective February 5, "during pleasure".

Hours: 8.30 a.m. to 6 p.m. on Monday and Friday, 8.30 a.m. to 8 p.m. Tuesday and Thursday, and from 8.30 a.m. to 10 p.m. on Saturday.

Minimum wage rates: \$18 per week plus 60 per cent of proceeds in excess of \$28 from the work performed, for full time work, persons who work 4 hours per day or less from Monday to Friday inclusive and all day or less on Saturday \$10.75 per week, plus 60 per cent of his proceeds in excess of \$18.25; persons who work on Saturday or the day before a holiday and on the previous evening only, \$7 plus 60 per cent of his proceeds in excess of \$11; persons who work on Saturday only or the day before a holiday \$5.75 per day or part thereof plus 60 per cent of his proceeds in excess of \$8.75; persons who work on days other than Saturday or the day before a holiday \$3.50 per day or part thereof plus 60 per cent of his proceeds in excess of \$6.

A scale of minimum charges is included in the schedule.

BARBERS, PEMBROKE

An Order in Council, dated January 15, and gazetted January 26, makes binding the terms of a new schedule, for the barbering industry at Pembroke, effective February 5, "during pleasure".

Hours: Monday and Friday 9 a.m. to 6 p.m., Tuesday and Thursday 9 a.m. to 8 p.m., Wednesday 9 a.m. to 12 noon, Saturday 8 a.m. to 9 p.m.

Minimum wage rates: full time employment on a percentage basis \$18 per week plus 60 per cent of his proceeds in excess of \$28; persons working for 4 hours a day or less from Monday to Friday inclusive and all day or less Saturday, \$10.75 per week plus 60 per cent of his proceeds in excess of \$18.25; persons who work Saturday or the day before a holiday and on the previous evening only, \$7 plus 60 per cent of his proceeds in excess of \$11; persons who work on Saturday or the day before a holiday \$5.75 per day or part thereof plus 60 per cent of his proceeds in excess of \$8.75; persons who work on days other than Saturday or the day before a holiday, \$3.50 per day or part thereof plus 60 per cent of his proceeds in excess of \$6.

A minimum charge scale is included in the schedule.

BARBERS, TRENTON

An Order in Council, dated March 5, and published March 23, makes binding the terms of a new schedule for the barbering industry for Trenton, effective April 2, 1946, "during pleasure".

Hours: Monday and Friday 9 a.m. to 6 p.m., Tuesday and Thursday 9 a.m. to 8 p.m., Wednesday 9 a.m. to 12 noon, Saturday 9 a.m. to 9 p.m.

Minimum wage rates: full time employment \$20 per week; full time employment on commission basis \$15 per week plus 60 per cent of his proceeds in excess of \$21.50; persons working 4 hours per day or less Monday to Friday inclusive and all day or less Saturday \$8.50 per week plus 60 per cent of his proceeds in excess of \$13.50; persons working Saturday or the day before a holiday and on the previous evening only \$5.75 plus 60 per cent of his proceeds in excess of \$8.25; persons working on Saturday or the day before a holiday \$4.50 per day or part thereof plus 60 per cent of his proceeds in excess of \$6.50; persons working on days other than Saturday or the day before a holiday \$3 per day or part thereof plus 60 per cent of his proceeds in excess of \$4.50.

A minimum charge scale is included. The schedule is subject to the Hours of Work and Vacations with Pay Act, 1944.

BARBERS, OSHAWA

An Order in Council, dated March 5, and published March 23, makes binding the terms of a new schedule for the barbering industry, Oshawa, effective April 3, 1946, "during pleasure".

Hours: Monday, Tuesday, Thursday, Friday and Saturday, 8 a.m. to 7 p.m.

Minimum wage rates: full time employment \$30 per week; full time employment on commission basis \$20 per week plus 50 per cent of his proceeds in excess of \$28; part time workers 70 per cent of his proceeds.

Minimum charge scale is included in schedule. Schedule is subject to the Hours of Work and Vacations with Pay Act, 1944.

BARBERS, HAMILTON

An Order in Council, dated October 11, 1945, and gazetted October 27, 1945, makes binding the terms of a new schedule for the barbering industry at Hamilton, effective November 6, 1945, "during pleasure".

Hours on Monday, Tuesday, Thursday, Friday and Saturday shall be from 8.30 a.m. to 6.30 p.m.

Minimum wage rates: persons on full time \$28 per week; persons working full time on a commission basis \$20 per week plus 60 per cent of proceeds in excess of \$28 from the work performed by the employee; persons employed before 2 p.m. in any day \$4 per day plus 60 per cent of proceeds in excess of \$5.60 from the work performed by the employee; persons employed after 2 p.m. \$2 per day plus 60 per cent of proceeds in excess of \$2.80 from the work performed by the employee.

A scale of minimum rates to be charged is included in the schedule.

BARBERS, GUELPH

An Order in Council, dated April 1, and published April 13, makes binding the terms of a new schedule for the barbering industry, Guelph, effective April 23, 1946, "during pleasure".

Hours: Monday, Tuesday, Thursday and Friday, 9 a.m. to 6 p.m., Saturday 9 a.m. to 8 p.m., Wednesday 9 a.m. to 12 noon, except on Wednesday of week in which a holiday occurs 9 a.m. to 6 p.m., on day preceding a holiday 9 a.m. to 8 p.m.

Minimum wage rates: full time employment \$25 per week; full time employment on commission basis \$20 per week plus 50 per cent of his proceeds in excess of \$28; persons who work 4 hours per day or less Monday to Friday, inclusive, and all day or less Saturday \$10 per week plus 50 per cent of his proceeds in excess of \$15; persons who work Saturday or the day before a holiday and on the previous evening only \$7.50, plus 50 per cent of his proceeds in excess of \$10; persons who work only Saturday or the day before a holiday \$6 per day or part thereof, plus 50 per cent of his proceeds in excess of \$8; persons who work on days other than Saturday or the day before a holiday \$3.50 per day or part thereof, plus 50 per cent of his proceeds in excess of \$5.

Minimum charge scale is included in the schedule. This schedule is subject to the Hours of Work and Vacations with Pay Act, 1944.

BARBERS, WOODSTOCK

An Order in Council, dated March 5, and gazetted March 23, makes binding the terms of a new schedule for the barbering industry at Woodstock, effective April 2, 1946, "during pleasure".

Hours: 9 a.m. to 7 p.m. with one hour for lunch, Monday, Tuesday, Thursday and Friday; from 9 a.m. to 9 p.m. with one hour for lunch on Saturday.

Minimum wage rates: \$20 per week for full time employment; for full time employment on a commission basis \$15 per week plus 60 per cent of proceeds in excess of \$21 and up to and including \$30 from the work performed by the employee, and 65 per cent of the proceeds in excess of \$30; persons who work 4 hours per day or less Monday to Friday and all day or less Saturday \$8.50 per week plus 60 per cent of his proceeds in excess of \$13.50; persons working Saturday or the day before a holiday and on the previous evening only \$5.75 plus 60 per cent of his proceeds in excess of \$6.25; persons working Saturday only or the day before a holiday \$4.50 per day or part thereof plus 60 per cent of his proceeds in excess of \$6.50; persons working on days other than Saturday or the day before a holiday \$2.75 per day or part thereof plus 60 per cent of his proceeds in excess of \$4.25.

A minimum charge scale is included. The schedule is subject to the Hours of Work and Vacations with Pay Act, 1944. Apprentices are governed by The Apprenticeship Act.

Saskatchewan

Service: Business and Personal

BARBERS, REGINA

Two amendments to the Orders in Council relating to the barbering industry (L.G., Feb., 1941, p. 186, Apr., p. 475) were gazetted April 30, 1946, effective May 10, 1946. These amendments provide for a 48-hour week of 5½ days. The shops to close on Saturdays at 6 p.m. in place of 8 p.m. Weekly wage rates for full time experienced employees \$16.80; full time inexperienced employees from \$11 in first three months to \$14 in second three months and \$16.80 thereafter together with the bonus of 60 per cent of proceeds from the work of the employee in excess of the minimum rate.

BEAUTY CULTURE, REGINA

An Order in Council, dated April 16, 1946 and gazetted April 30, 1946, amends the previous Orders in Council for this industry (L.G., May, 1940, p. 502, Aug., p. 871, Aug., 1941, p. 1015) by providing that the minimum wage rate be \$16.80 per week with the bonus for full time experienced employees; full time inexperienced employees from \$11 for the first 3 months to \$14 for the second 3 months and \$16.80 with bonus afterwards. The bonus is the amount by which 40 per cent of charges made for permanent waving and dyeing done by an employee and 60 per cent of charges for other work done by the employee exceeds the minimum weekly wage.

Alberta

*Transportation and Public Utilities:
Local Transport*

CARTAGE, WAREHOUSE AND DISTRIBUTING INDUSTRY, CALGARY

An Order in Council, dated December 11, and published December 31, 1945, makes binding the terms of a new schedule for the cartage, warehouse and distributing industry, Calgary, effective January 10, 1946, to January 9, 1947, or thereafter during pleasure.

Hours: 9-hour day, 48-hour week. Overtime is payable at time and one-half.

Minimum hourly wage rates: experienced drivers, experienced furniture movers 50 cents; furniture craters and packers 50 cents; drivers with less than 3 months' experience, furniture movers with less than 6 months' experience 45 cents; jumpers (15 to 18 years inclusive) 35 cents. Vacation: one week with pay after one year's service. Holidays: all permanent employees are allowed the regular rate of wages for 5 statutory holidays.

Canadian Vocational Training

THE following types of projects are now carried on under Canadian Vocational Training by the Dominion Department of Labour in co-operation with the Provincial Governments:

- (1) The vocational and pre-matriculation training of discharged members of the Forces.
- (2) Training of apprentices.
- (3) Retraining of workers released from employment.
- (4) Training of foremen and supervisors.
- (5) Training of young people and assistance to students.
- (6) Dominion financial assistance to the provinces for vocational schools.

Cumulative Enrolment

From its inception up to April 30, 1946, the gross enrolment in all types of projects has been 498,109 made up as follows:

Full-time Pre-employment Classes for War Industry.....	108,430
Part-time Classes for persons employed in War Industry....	35,256
Full-time Plant Schools in Industry	38,000
Industrial Supervisors and Foremen	118,407
R.C.A.F. Tradesmen	65,214
Army Tradesmen	49,262
Navy Tradesmen	9,056
Discharged Members of the Forces	64,365
University Students	10,119

Training of Discharged Members of the Forces

The number of new trainees enrolled during the month in all types of training was 6,269, which represents a slight decrease from the numbers which were enrolled during the month of March.

The total under training at the end of April was 37,375. This figure represents a gain of approximately 1,000 over the enrolment at the end of March.

During the month of April, the numbers under training in all types of schools increased by a noticeably smaller figure than during the past two months. To offset this, the numbers placed for training on the job continued to increase at the rate which had been established during February and March. This is a very healthy condition and indicates that satisfactory results are being obtained from the new co-operative arrangements with the National Employment Service Offices, and also as a result of the publicity which is being given to this type of training in the press and radio.

Training of Ex-Service Women

A summary of figures in regard to training of ex-service women was made on 30th April, and it was disclosed that altogether 45,308 enlisted in the various Women's Divisions up to that date. The discharges up to 30th April numbered 37,908, leaving a total of 7,400 women still in the Forces.

Between 1st April 1945 and 30th April 1946, 4,233 women enrolled under Canadian Vocational Training. Of these, 531 were enrolled during April 1946. The types of training provided for the total enrolment are as follows: Training on the job—216; Training in schools—3,610; Pre-matriculation or Correspondence schools—407.

Of the total number of women who were enrolled, 903 graduated and were placed in employment. Another 777 discontinued their training for various reasons, personal and circumstantial. The number in training on 30th April 1946 was 2,553.

TABLE 1.—REHABILITATION TRAINING OF DISCHARGED MEMBERS OF THE FORCES
TRAINING ON THE JOB IN INDUSTRY APRIL 1, 1946 TO APRIL 30, 1946

	NUMBERS IN TRAINING			COM- PLETIONS	WITH- DRAWALS
	At First of April	Enrolled in April	At End of April	In April	In April
<i>Dominion Summary</i>					
Men.....	7,227	1,565	8,256	271	265
Women.....	107	36	132	3	8
Total.....	7,334	1,601	8,388	274	273
<i>Prince Edward Island</i>					
Men.....	67	10	70	3	4
Women.....					
Total.....	67	10	70	3	4
<i>Nova Scotia</i>					
Men.....	173	66	226	5	8
Women.....	4		3	1	
Total.....	177	66	229	6	8
<i>New Brunswick</i>					
Men.....	122	19	132	1	8
Women.....	3	1	4		
Total.....	125	20	136	1	8
<i>Quebec</i>					
Men.....	1,050	268	1,206	26	86
Women.....	10	5	12		3
Total.....	1,060	273	1,218	26	89
<i>Ontario</i>					
Men.....	3,562	631	4,023	91	79
Women.....	53	16	65	1	3
Total.....	3,615	647	4,088	92	82
<i>Manitoba</i>					
Men.....	727	148	821	23	31
Women.....	7		7		
Total.....	734	148	828	23	31
<i>Saskatchewan</i>					
Men.....	290	95	352	32	1
Women.....	3	2	4		1
Total.....	293	97	356	32	2
<i>Alberta</i>					
Men.....	532	185	653	30	34
Women.....	13	12	24		1
Total.....	545	197	677	30	35
<i>British Columbia</i>					
Men.....	704	143	773	60	14
Women.....	14		13	1	
Total.....	718	143	786	61	14

TABLE 2.—REHABILITATION TRAINING IN CORRESPONDENCE COURSES AND PRE-MATRICULATION CLASSES APRIL 1, 1946 TO APRIL 30, 1946

	NUMBERS IN TRAINING			COM- PLETIONS	WITH- DRAWALS
	At First of April	Enrolled in April	At End of April	In April	In April
Dominion Summary					
Correspondence	640	112	739		13
Men.....	1	2	3		
Women.....	9,624	1,466	9,798	927	365
Pre-Matriculation	242	68	276	20	14
Men.....					
Women.....					
Total.....	10,507	1,648	10,816	947	392
Prince Edward Island					
Correspondence	4		4		
Men.....					
Women.....					
Pre-Matriculation	93	2	92		3
Men.....	1		1		
Women.....					
Total.....	98	2	97		3
Nova Scotia					
Correspondence	9	1	10		
Men.....					
Women.....	95	66	145	9	7
Pre-Matriculation	3	2	4		1
Men.....					
Women.....					
Total.....	107	69	159	9	8
New Brunswick					
Correspondence		4	4		
Men.....		1	1		
Women.....	220	68	254	25	9
Pre-Matriculation	4	2	6		
Men.....					
Women.....					
Total.....	224	75	265	25	9
Quebec					
Correspondence	66	5	69		2
Men.....		1	1		
Women.....	1,062		1,035		27
Pre-Matriculation	3		3		
Men.....					
Women.....					
Total.....	1,131	6	1,108		29
Ontario					
Correspondence	364	72	427		9
Men.....					
Women.....	4,591	538	4,628	361	140
Pre-Matriculation	92	21	103	7	3
Men.....					
Women.....					
Total.....	5,047	631	5,158	368	152
Manitoba					
Correspondence	47		47		
Men.....					
Women.....	746	243	792	154	43
Pre-Matriculation	42	24	51	7	8
Men.....					
Women.....					
Total.....	835	267	890	161	51
Saskatchewan					
Correspondence	54	7	59		2
Men.....					
Women.....	934	160	924	122	48
Pre-Matriculation	51	9	54	6	
Men.....					
Women.....					
Total.....	1,039	176	1,037	128	50
Alberta					
Correspondence	57	22	79		
Men.....	1		1		
Women.....	1,235	140	1,237	71	67
Pre-Matriculation	24	5	28		1
Men.....					
Women.....					
Total.....	1,317	167	1,345	71	68
British Columbia					
Correspondence	39	1	40		
Men.....					
Women.....	648	249	691	185	21
Pre-Matriculation	22	5	26		1
Men.....					
Women.....					
Total.....	709	255	757	185	22

TABLE 3.—REHABILITATION TRAINING IN SCHOOLS APRIL 1, 1946 TO APRIL 30, 1946

	NUMBERS IN TRAINING			PLACED IN EMPLOY- MENT	COM- PLETED BUT NOT REPORTED PLACED	WITH- DRAWALS
	At First of April	Enrolled in April	At End of April	In April	In April	In April
Dominion Summary						
Men.....	16,595	2,607	16,771	1,226	195	1,016
Women.....	1,905	413	2,142	85	13	79
Total.....	18,500	3,020	18,913	1,311	208	1,095
Prince Edward Island						
Men.....	59	7	55	3		8
Women.....	8		7	1		
Total.....	67	7	62	4		8
Nova Scotia						
Men.....	688	75	699	40		24
Women.....	60	23	82			1
Total.....	748	98	781	40		25
New Brunswick						
Men.....	759	124	818	28		37
Women.....	58	9	65	1		1
Total.....	817	133	883	29		38
Quebec						
Men.....	3,434	445	3,514	99	15	251
Women.....	334	38	336	26		10
Total.....	3,768	483	3,850	125	15	261
Ontario						
Men.....	7,032	1,236	7,492	425	103	248
Women.....	663	141	746	26	8	24
Total.....	7,695	1,377	8,238	451	111	272
Manitoba						
Men.....	1,592	199	1,382	236	51	122
Women.....	200	36	217	5		14
Total.....	1,792	235	1,599	241	51	136
Saskatchewan						
Men.....	786	137	659	180		84
Women.....	156	19	162	5		8
Total.....	942	156	821	185		92
Alberta						
Men.....	1,266	152	1,096	124	3	195
Women.....	191	46	217	2	4	14
Total.....	1,457	198	1,313	126	7	209
British Columbia						
Men.....	979	232	1,056	91	23	47
Women.....	235	101	310	19	1	7
Total.....	1,214	333	1,366	110	24	54

Training of Skilled Labour in Construction Industry

IT became apparent during the war that a construction program of huge dimensions could be expected in the immediate post-war period. To meet the skilled labour requirements, and at the same time to assist in the rehabilitation of ex-servicemen, an extensive vocational training scheme was instituted. The methods of training varied according to the demands of the different occupations. Formal training could be affected only through the medium of the apprenticeship plan. Accordingly, in 1944, the Minister of Labour entered into a 10 year agreement with the provinces having or willing to establish apprenticeship acts. The Dominion government provided a fund of upwards of one million dollars to help defray the cost of technical education provided by the provinces to the registered apprentices. The provinces had to abide by certain regulations laid down by the Federal government, but otherwise were free to establish their apprenticeship acts in accordance with their own respective regulations or requirements.

Under the present regulations there are the following formal arrangements for training skilled craftsmen in the building trades.

Veterans' Training

In all provinces with established apprenticeship acts, training has been shortened in favour of veterans. Ex-servicemen who indicate a desire to learn one of the designated trades of the construction industry are referred by the Department of Veterans Affairs counsellor to the Provincial Apprenticeship Board for approval. Included on this Board is an authorized union representative and a representative from Canadian Vocational Training. A person with some trade experience, whether obtained in the army or in civilian life, will receive credit toward the apprenticeship requirements, determined on the basis of practical tests. According to his qualifications he will be indentured to a contractor as a third or fourth year apprentice. At the end of the term he will receive his papers and all benefits of a qualified journeyman.

Ex-servicemen with no previous trade experience may attend a vocational course in a Canadian Vocational Training centre and upon successful completion of the work will be entered as third year apprentices. The length of apprenticeship varies by trade and by province, with the four year course being the most common. Refresher courses are available at the training centre to men who have attained journeymen or near-journeymen status.

Under the Veteran's Rehabilitation Act, the Department of Veterans Affairs will pay training allowances, varying with the earnings of the apprentice and his marital status, to an

extent whereby the combined total earnings do not exceed \$100 a month for a single man and \$120 per month for a married man plus allowances for children.

Civilian Training

According to the normal established practice the apprentice indentures himself to a master craftsman on the job for the entire period of apprenticeship. The duration of most of these contracts is for four years, starting at a low wage, with increases every six months. The trainees must also attend classes for several hours each week, or for several weeks during the slack winter season.

In pre-war years very little interest could be developed in the "hard" trades. Young men were not prepared to give four or five years, at very low remuneration during training, to learn a trade in which the skilled tradesmen of pre-war years were fortunate if they found six months work each year. In addition the intense cyclical fluctuation of the industry meant years of unemployment for many skilled men.

Employment opportunities look very good for a number of years to come, and with recent pressure for easing the apprenticeship requirements and raising the wage-rates during training, construction trades are attracting considerable number of ex-servicemen and former war-workers. Offsite pre-fabrication of standardized parts and pre-fabricated units should serve to ease the seasonal fluctuations, but these methods have not become universal enough to have considerable influence.

The accompanying table shows the number of persons by province, and by skill, now enrolled for training in the construction trades in Canadian Vocational Training schools and those actually taking their apprenticeship. Prince Edward Island has no organized apprenticeship scheme and figures for Quebec are not available.

On the demand side, the Joint National Conference of the Construction Industry held in February of this year, concluded that 5,600 apprentices per year, excluding those who broke their apprenticeship contract to join the armed forces, would be needed in the industry for the next four years. Because of the supply of casual partly trained men, in two of the trades, namely carpentry and painting, the requirement could be scaled down reducing the total requirement per annum. These figures do not include an estimated 50,000 workers who will be required as tractor operators, truck drivers and other trades needed for engineering projects.

If the rate of enrollment continues at the present high level, bricklaying, plumbing and steamfitting, sheet-metal and electrician trades

CANADIAN VOCATIONAL TRAINING AND APPRENTICESHIP TRAINING AS AT MARCH 31, 1946
(Source: Vocational Training Branch, Department of Labour)

Province	Carpentry		Bricklaying		Painting and Decorating		Plastering		Plumbing and Steam Fitting		Sheet Metal		Electricians		All Trades	
	CVT ¹	AT ²	CVT	AT	CVT	AT	CVT	AT	CVT	AT	CVT	AT	CVT	AT	CVT	AT
	Total	Total	Total	Total	Total	Total	Total	Total	Total	Total	Total	Total	Total	Total	Total	Total
Prince Edward Island ³	21	21							8	8			11	11	40	40
Nova Scotia	60	2	40	2	11	1	12		34	5	21	2	94	24	260	36
New Brunswick	128	3	131	5		2	2		25	8	6	1	96	2	255	21
Quebec ⁴	159		159	76	26	26	26	12	44	44	39		317		673	673
Ontario	521	231	752	195	159	48	207	64	428	424	168	138	306	409	732	1,362
Manitoba	143	21	164	33	41	12	53	15	60	12	72	52	76	40	116	420
Saskatchewan	116	46	162	7		2			19	4	23	13	81	15	96	236
Alberta	131	114	245	15	14	14	39	10	49	81	64	45	109	110	205	404
British Columbia	97	107	204	4	22	22	4	4	15	71	86	22	74	140	214	208
Total	1,376	524	1,900	366	262	101	363	101	682	605	1,287	385	691	1,182	1,907	2,431

¹ Canadian Vocational Training. ² Apprenticeship Training. ³ Prince Edward Island has no organized apprenticeship training. ⁴ No reports on apprenticeship are available for Quebec. ⁵ C.V.T. figures are "almost exclusively" of ex-service personnel.

show signs of possible overcrowding. Two qualifications are necessary. The present rate of enrollment reflects the high rate of discharge from the armed services and war industry, and although it will probably maintain itself for some time it is bound to slacken. Many trainees will seek outlets for their acquired trades outside the construction industry. This is particularly true of the plumbing and steam-fitting, sheet-metal and electrical trades.

The painting and decorating trade is being overlooked in almost every Province with a total of 363 enrolled as against a 1,250 annual absorption capacity. Provincial breakdowns may run counter to the overall national totals. For example, the plastering trade is being

overlooked completely in the Maritimes, Saskatchewan and British Columbia. Approximately 290 apprentices in all trades are expected to become journeymen this year. The estimated national demand for skilled construction craftsmen as measured by unfilled vacancies is over 5,000, and this figure underestimates the real need since the construction industry is just coming out of its seasonal lull. It is quite apparent then that demand will greatly outstrip supply, with no prospects of improvement in the short run. A progressive number of skilled men will be forthcoming each year, and if construction activity maintains itself, an equilibrium position should be reached in about four years.

Industrial Conditions in New Zealand

THE New Zealand Year Book for 1945 was received in Canada during April. It presents a comprehensive account of conditions in the country. Some sections dealing with industrial conditions are briefly summarized below:

Prices

Price stabilization legislation was enacted in New Zealand in 1939, at the outbreak of hostilities in Europe. In January, 1940, control of foodstuffs generally, and sugar, wheat and flour specifically, was brought under the Control of Prices Emergency Regulations which superseded the Proclamation of Emergency governing price control up to December, 1939. In 1941 the Regulations were extended to the retail prices of 38 commodities comprising the more important foodstuffs, clothing, fares, fuel and lighting. In December, 1942 measures were undertaken to ensure that the price index did not rise above the mean for that month through the stabilizing of other essential household commodities. The list covered approximately 110 items. New elements of control were introduced in 1943 covering certain fruits and many kinds of vegetables. Price orders in 1944 merely revised earlier orders or covered a few additional items.

The Dominion index of retail food-prices, using as a base period 1926 to 1930 equal to 1,000, showed 1052, 1076, 1104 and 1127 for 1939, 1940, 1941 and 1942 respectively. Household index numbers rose from 887 in 1939 to 963 in 1942; and wholesale prices from 1071 in 1939 to 1558 in 1944.

Wage Rates

Wage rates in New Zealand rose steadily in regular yearly graduations after the slump that followed World War I. In May, 1931 a 10 per cent reduction in wage rates was ordered in accordance with the Dominion's policy of regulating wages on the basis of cost of living variations.

This reduction, applied on a strictly percentage basis, tended to reduce the disparity which existed between agricultural and pastoral workers and other higher paid groups of workers. In 1933 the lowest annual average index since 1919 was recorded. The two following years evidenced slight increases and in 1936 complete restoration to the pre-depression level was effected by legislation. A 10.7 per cent increase was recorded over 1935.

In August, 1940 the Court of Arbitration awarded an increase of 5 per cent in all remuneration in awards, industrial agreements and apprenticeship orders. This was followed by a similar increase in April, 1942 for males 21 years of age earning less than £5 per week and women who earned up to £2 10s. Apprentices, and males and females under 21 were included in this order, if their income did not exceed £1 10s per week. In February, 1945, the regulations were amended so as to provide adjustment for existing disparities in the wage levels of various classes of workers.

Trade Unions

In 1943 there were 270 unions of employers recorded in New Zealand with a total membership of 14,782. The latter figure contains a good deal of duplication, the publication states, as many employers hold memberships in more than one union. Industrial unions of workers numbered 397 by the end of 1943, with a membership of approximately 214,628. The population in 1936 totalled 1,491,484.

Union membership in the industrial unions displayed a steady rise from 1900 to 1914. During the first war it receded considerably but recorded a phenomenal rise in 1919. The present high figures are due primarily to the Industrial Conciliation and Arbitration Act, 1936, which provided for compulsory union membership on the part of workers subject to an award or industrial agreement.

*Activities of Unemployment Insurance Commission**

Statistical Analysis of Claims and Benefit for April—The Fund—Decisions of Umpire

APPPLICATIONS for Unemployment Insurance benefit in Canada numbered 35,781 in April, a decline of 14,925 from the 50,706 registered in March 1946. During April last year 8,430 claims were received. The decrease in claims took place in all provinces with New Brunswick registering the smallest decline (17) and Ontario the greatest (6,244).

A similar decrease occurred in the number signing the live unemployment register during the last week of April compared with the last week of March. At the end of April there were 123,950 live unemployment insurance claims (94,979 males and 28,971 females) as against 154,820 (122,506 males and 32,314 females) at March 31, and 19,197 (12,886 males and 6,311 females) at the end of April 1945. Only in two provinces (Prince Edward Island and New Brunswick) was there a slight increase in live claims at April 30, compared with March 31. The greatest decrease came in Quebec and Ontario where live claimants dropped from 60,640 and 47,905 respectively, at March 31, to 50,151 and 35,127, respectively, at April 30.

During April a total of 40,064 claims were adjudicated at insurance offices, 29,710 being considered entitled to benefit and 10,354 not entitled to benefit.

In all, 158,168 persons received benefit payments totalling \$7,011,579 for 3,446,271 compensated unemployed days during April compared with 156,180 persons paid \$7,205,264 for 3,461,900 days in March and 22,995 persons paid \$591,265 for 304,102 days in April 1945.

The average duration of the unemployment compensated was, then, 21.8 days in April, 22.2 days in March and 13.2 days in April of last year. The average amount of benefit paid per beneficiary was \$44.33 in April, \$46.13 in March and \$25.71 in April 1945. The average amount paid per compensated day of unemployment was \$2.03 in April, \$2.08 in March and \$1.94 in April last year.

Table 1 Omitted

Registration of employers and insured employees which is tabulated each month in the *LABOUR GAZETTE* as "Table 1", under the section on the activities of the Unemployment Insurance Commission, has been omitted in this issue. This tabular information is subjected to an annual adjustment in April, following the renewal of insurance books at the close of the fiscal year. The adjustment is based upon reports covering insurance book renewals. The reports from local offices are far from complete as this issue goes to press. It is expected that the revision will be concluded in time for inclusion in the July issue of the *LABOUR GAZETTE*.

Unemployment Insurance Fund

Total employer-employee contributions during April were \$4,830,106.27 compared with \$4,886,364.97 in the same month last year, a

*Statistics (including tables) are based on returns supplied by the Unemployment Insurance Commission and the Dominion Bureau of Statistics.

TABLE 2.—NUMBER OF PERSONS FILING CLAIMS FOR UNEMPLOYMENT INSURANCE BENEFIT IN LOCAL OFFICES FEBRUARY, 1942 TO APRIL, 1946

	1942	1943	1944	1945	1946
January.....		4,637	11,751	20,412	71,932
February.....	663	4,822	12,284	14,990	59,098
March.....	4,124	5,046	10,667	13,307	50,706
April.....	2,925	3,953	6,463	8,430	35,781
May.....	2,799	2,027	4,654	8,825	.....
June.....	4,629	1,772	3,226	10,857	.....
July.....	2,668	1,087	3,106	10,886	.....
August.....	1,855	1,370	3,241	20,557	.....
September.....	1,118	1,013	3,715	40,473	.....
October.....	1,058	1,475	6,222	36,717	.....
November.....	1,748	2,896	11,795	53,325	.....
December.....	3,337	6,562	13,770	57,612	.....
Total.....	26,924	36,660	90,897	296,391	217,517

decrease of 1.2 per cent. There was thus very little change in the amount of contributions received compared with April last year.

On the other hand benefit payments in April this year were 7.2 times those of April

1945, the figures being \$4,286,614.02 and \$590,203.31 respectively.

Total revenue during April this year was \$6,458,294.80. After payment of benefits the net increase to the Fund was \$2,171,680.78.

TABLE 3.—CLAIMS FOR UNEMPLOYMENT INSURANCE BENEFIT BY PROVINCES, APRIL, 1946

Province	Claims Filed at Local Offices			Disposal of Claims (including claims pending from previous months)		
	Total	Initial	Renewal	Entitled to Benefit	Not Entitled to Benefit	Pending
Prince Edward Island.....	154	128	26	160	60	128
Nova Scotia.....	2,013	1,558	455	1,692	537	1,160
New Brunswick.....	1,765	1,509	256	1,187	580	890
Quebec.....	12,196	9,461	2,735	10,076	4,927	2,054
Ontario.....	10,949	8,507	2,442	9,188	2,203	3,240
Manitoba.....	2,189	1,685	504	2,136	600	592
Saskatchewan.....	1,013	839	174	769	205	85
Alberta.....	1,526	1,249	277	1,315	340	445
British Columbia.....	3,976	2,955	1,021	3,187	892	1,103
Total, Canada, April, 1946.....	35,781	27,891	7,890	29,710	10,354	9,707
Total, Canada, March, 1946.....	50,706	40,323	10,383	48,875	12,184	13,757
Total, Canada, April, 1945.....	8,430	6,518	1,912	8,408	2,179	2,416

TABLE 4.—CLAIMANTS NOT ENTITLED TO UNEMPLOYMENT INSURANCE BENEFIT WITH CHIEF REASONS FOR NON-ENTITLEMENT

Reasons for Non-Entitlement	Month of April, 1945	Month of April, 1946	Cumulative Total for Current Fiscal Year
Insufficient contributions and not in insurable employment.....	767	5,740	5,740
Not capable of and not available for work.....	60	212	212
Loss of work due to a labour dispute.....	1	127	127
Refused offer of work and neglected opportunity to work.....	96	200	200
Discharged for misconduct.....	316	549	549
Voluntarily left employment without just cause.....	363	2,896	2,896
Other reasons ⁽¹⁾	76	630	630
Total.....	2,179	10,354	10,354

(1) These include: Claims not made in prescribed manner; claimants not unemployed; failure to carry out written directions; claimants being in class "O" contributions; claimants being inmates of prisons, etc.

TABLE 5.—NUMBER OF PERSONS RECEIVING UNEMPLOYMENT INSURANCE BENEFIT, AMOUNT OF BENEFIT PAID, APRIL, 1946

Province	Number Receiving Benefit During Month	Number Commencing Benefit During Month	Number of Days Benefit Paid	Amount of Benefit Paid
				\$
Prince Edward Island.....	690	198	15,109	28,325
Nova Scotia.....	7,079	2,000	150,918	311,410
New Brunswick.....	2,894	1,109	61,464	123,609
Quebec.....	58,826	10,727	1,394,143	2,803,806
Ontario.....	51,975	12,297	1,057,795	2,178,244
Manitoba.....	8,969	2,273	179,759	353,238
Saskatchewan.....	3,866	965	70,872	136,281
Alberta.....	5,386	1,349	103,755	211,055
British Columbia.....	18,483	4,143	412,456	865,611
Total, Canada, April, 1946.....	158,168	35,061	3,446,271	7,011,579
Total, Canada, March, 1946.....	156,180	49,487	3,461,900	7,205,264
Total, Canada, April, 1945.....	22,995	5,477	304,102	591,265

TABLE 6.—ACTIVE CLAIMANTS FOR BENEFIT BY OCCUPATIONS AS AT APRIL 30, 1946

Occupational Groups	Male	Female	Total
Professional and Managerial Workers.....	2,331	454	2,785
Clerical Workers.....	6,027	7,183	13,210
Sales Workers.....	3,274	3,996	7,270
Service Workers.....	6,220	2,835	9,055
Agricultural Workers and Fishermen.....	721	178	899
Food Workers.....	631		631
Textile and Clothing Workers.....	442	1,935	2,380
Loggers.....	110		110
Sawmill and Wood Operators.....	523		523
Printing Workers.....	280		280
Shoe and Leather Workers.....	373		373
Stone, Clay and Glass Workers.....	77		77
Electrical Workers.....	1,647		1,647
Coal Miners.....	194		194
Other Miners (except coal).....	145		145
Construction Workers (except carpenters).....	2,913		2,913
Carpenters.....	4,106		4,106
Machine Shop Workers and Operators.....	5,506		5,506
Sheet Metal Workers.....	687	81	768
Foundry, Smelter and other Metal Workers.....	5,266	933	6,199
Miscellaneous Skilled Workers.....	12,223	2,639	14,862
Automobile and Other Mechanics.....	1,919		1,919
Miscellaneous Unskilled Workers—Heavy Labour.....	17,247		17,247
Miscellaneous Unskilled Workers—Light Labour.....	22,117	8,734	30,851
Totals.....	94,979	28,971	*123,950

* This figure includes 4,418 ex-service personnel who are ordinary claimants. Short-time and casual claimants are not included in this figure. There are: 1,850 short-time claimants, 81 of whom are ex-service personnel; 95 casual claimants, five of whom are ex-service personnel.

TABLE 7.—SUMMARY OF ACTIVE CLAIMANTS, UNEMPLOYMENT INSURANCE BENEFIT BY SEX AND BY AGE GROUPS, AS AT APRIL 30, 1946

	19 and under		20-29		30-34		45-54		55-59		60 up		TOTALS		
	M	F	M	F	M	F	M	F	M	F	M	F	Males	Females	Total
CANADA.....	6,464	2,592	19,183	13,803	25,719	8,863	15,526	2,610	8,240	604	19,847	499	94,979	28,971	123,950

TABLE 8.—UNEMPLOYMENT INSURANCE FUND
STATEMENT OF REVENUE AND EXPENDITURE FOR THE PERIOD JULY 1, 1941 TO APRIL 30, 1946

Year Ended Dec. 31	REVENUE										EXPENDITURE	
	CONTRIBUTIONS (Gross less Refunds)										Total Revenue	Benefit Payments
	Stamps	Meter	Bulk	Miscellaneous	Total Employer and Employee	Government	Interest on Investments and Profit on Sale of Securities	Total Revenue	Benefit Payments	Balance in Fund		
1941.....	\$ 14,958,205 22	\$ 4,240,363 34	\$ 4,388,192 15	\$ 44 17	\$ 23,586,804 88	\$ 4,717,360 97	\$ 105,890 48	\$ 28,410,056 33	\$ Nil	\$ 28,410,056 33		
1942.....	29,869,803 09	13,065,439 53	12,160,612 35	1,231 80	55,097,086 77	11,019,417 36	1,303,097 53	67,419,601 66	349,655 94	95,480,002 05		
1943.....	30,872,715 97	13,368,409 03	16,155,142 06	1,659 10	60,397,926 16	12,079,585 22	3,483,839 20	75,961,350 58	929,219 33	170,512,133 30		
1944.....	32,902,097 68	12,347,563 70	19,032,283 17	2,459 99	64,284,374 54	12,856,874 91	5,632,644 52	82,773,893 97	3,265,707 67	250,020,319 60		
1945.....	33,987,198 91	11,089,127 55	17,007,057 23	3,668 67	62,087,052 36	12,417,410 49	5,974,265 63	80,478,728 48	14,561,475 71	315,937,572 37		
1946—												
January.....	3,072,412 85	933,643 42	1,302,300 04	228 68	5,308,584 99	1,061,717 00	561,077 29	6,831,379 28	4,492,081 25	318,376,870 40		
February.....	2,709,440 32	850,755 37	1,248,490 30	161 74	4,808,847 73	961,769 55	563,753 89	6,334,371 17	5,900,722 63	318,810,518 94		
March.....	3,785,715 55	907,190 08	1,629,162 25	51 73	6,322,119 61	1,264,423 91	769,891 16	8,356,434 68	9,926,293 28	317,240,660 34		
April.....	2,859,530 14	834,575 97	1,135,965 48	34 68	4,830,106 27	966,021 25	662,167 28	6,458,294 80	4,286,614 02	319,412,341 12		
GRAND TOTAL.....	155,017,059 73	57,637,007 99	74,059,205 03	9,540 56	286,722,903 31	57,344,580 66	19,056,628 98	363,124,110 95	43,711,769 83	319,412,341 12		

The Column "Interest on Investments and Profit on Sale of Securities" represents—
(a) The exact amount of interest earned for each year; the approximate amount for each month in 1946, calculations being made on the basis of the "Average Weighted Yield" of 2.23% as at December 31, 1945.

(b) Profit on sale of securities taken into account at the end of each year only.
The "Miscellaneous" column includes { Penalties..... \$6,336 46
Miscellaneous..... 3,204 10
\$9,540 56

Digest of Selected Decisions of the Umpire Under the Unemployment Insurance Act, 1940

THE Unemployment Insurance Commission submits the following digest of selected decisions in appeals heard by the Umpire under the provisions of the Unemployment Insurance Act, 1940, and its amendments. These cases are an extension of the series commenced in the April, 1945 number of the LABOUR GAZETTE and continued in each of the succeeding issues. They are selected on the basis of their possible precedent value for the determination of questions which may, from time to time, confront Insurance Officers and Courts of Referees. In addition, they provide a medium for presenting to employers and employees alike brief statements of the principles upon which insurance against unemployment operates in Canada and of actual facts in specific cases coming before the Umpire on appeal.

The selected decisions are published in two series: (1) Benefit cases, designated CU-B and (2) Coverage cases, CU-C.

CU-B. 50

(Sept. 28, 1945)

The claimant left his employment on January 4, 1945, and applied to the local Office for benefit on April 19 asking that his claim be dated back to January 5, and giving as his reason for delay in applying for benefit that he did not know that he had to notify the Commission as soon as he was laid off work. His application for antedating his claim was disallowed by the Insurance Officer and by the Court of Referees—HELD: The claimant was aware or should have been aware of the procedure to be followed in applying for benefit and it is not incumbent upon the officers of the Commission to notify or request a person to claim benefit.

The material facts of the case are as follows:—

The claimant, a married man, aged 36 years, was employed as a general labourer for a manufacturing company from May 17, 1942 to January 4, 1945, when he left his employment voluntarily because of weather conditions.

From January 23 to February 17, 1945 he was employed by a stove manufacturing company and he left voluntarily because the work was too hard.

He had no other employment except for a day with a coal and wood dealer. It was only on April 19, 1945 that he made application for benefit, asking that his claim be

dated back to January 5, 1945. He gave as his reason for delay in applying for benefit that he did not know he had to notify the Unemployment Insurance Commission as soon as he was laid off work and that he had hoped that he would be employed each day but that, when he lost so much time, he obtained information about unemployment insurance and duly filed his claim.

The Insurance Officer did not approve of the request for antedating, on the grounds that the claimant had not shown good cause for the delay in making application under Section 30 of the Act and Section 7 of the Benefit Regulations.

From this decision the claimant appealed to the Court of Referees which, by a majority decision, sustained the decision of the Insurance Officer.

The claimant appealed to the Umpire from the decision of the Court of Referees.

DECISION

The Umpire's decision was that the claimant's request for antedating should not be approved and gave as his reasons:

Section 30 of the Act and Section 7 of the Benefit Regulations provide that, where good cause is shown for delay in making an application for benefit, the day on which the period of unemployment actually began shall be substituted for the date of the application. The question then is, has the claimant shown good cause for the delay within the meaning of the Act and the Regulations.

The Unemployment Insurance Act has now been in effect for several years and there has been a good deal of publicity in connection with the Act and the procedure to be followed in order to obtain benefit under the Act. The insurance book contains clearly printed instructions regarding the simple procedure to be followed where an insured person wishes to claim benefit and I have no hesitation in concluding that, after this passage of time and in view of the clear instructions in the insurance book, the claimant was aware or should have been aware of the procedure to be followed and that it is not incumbent upon the officers of the Commission to notify or request a person to claim benefit. I am satisfied that, had the claimant expressed the slightest desire to claim benefit, the local office would have provided him with all necessary information.

CU.-C. 8

(May 21, 1946)

A lumbering and logging concern carried on an enterprise consisting of a pleasure resort and contended that nevertheless, its employees were employed in excepted employment—HELD: The nature of the operations of the company at the pleasure resort were not such as to constitute lumbering and logging and the employees engaged therein were insured against unemployment in the manner provided by the Unemployment Insurance Act, 1940.

DECISION

W. Mills Limited, of the City of X, employed about 32 persons at C. The general business of the company is lumbering and logging, but it carries on, at C, an enterprise consisting of a pleasure resort.

On January 23, 1945, auditors of the Commission called at the office of this company and learned that Unemployment Insurance contributions were not being paid. During the next several months considerable correspondence was exchanged and further visits were made by the auditors. The company refused to pay contributions under the Unemployment Insurance Act, contending that it was engaged in lumbering and logging and that the employees concerned were therefore employed in excepted employment.

The matter was finally brought to a head on August 16, 1945, when the Commission gave its consent, pursuant to Section 70 of the Act to the institution of Summary Conviction Proceedings. The information was laid and the case was set down for hearing. At the outset of the hearing Counsel for the company raised the question of insurability of the employees concerned. Counsel for the Commission then argued that the question of insurability should be decided by the Commission under Section 46 of the Act. The Court accordingly adjourned the hearing.

The company was given the opportunity of applying to the Commission for a decision under Section 46 of the Act, but did not choose to do so and on March 7, 1946, Counsel for the company requested that the case be dismissed on the ground that the question had not been decided by the Commission and that the Court lacked sufficient jurisdiction. His request was granted and the case dismissed.

On March 19, 1946, the Commission appealed against the dismissal of the case to the Court of Competent Jurisdiction. I understand that the appeal is still pending.

On March 19, 1946, the Commission, pursuant to Section 9 of the Determination of

Questions and Appeal Regulations, 1941, expressed its intention to determine on its own initiative, whether the employees concerned were in insurable employment. All the employees in question have terminated their employment with the exception of P.B. who, together with the company, was furnished with a copy of a notice giving them an opportunity until April 8, 1946, of making any representations that they may wish to bring to the attention of the Commission. The company only, under date of April 3, 1946, submitted representations to the Commission.

On April 9, 1946, the Commission, in accordance with the provisions of Section 46 of the Act and Section 9 of the Determination of Questions and Appeal Regulations, 1941, decided that the said persons, whose names appear at the end of my decision, were, during the respective periods of employment, employed in employment specified in Part I of the First Schedule to the said Act, such employment not being specified as excepted employment in Part II of that Schedule and were, therefore, pursuant to the provisions of the said Act, insured against unemployment in the manner provided by the said Act. The parties were notified of the decision forthwith.

On April 18, 1946, W. Mills Limited, forwarded a rather informal appeal against the decision of the Commission. The reasons for their appeal are as follows:—

We hereby protest against and appeal from your decision of April 9 in regard to the status of Unemployment Insurance assessments for this company at the woods operation at C.

We note that your communication was received on the morning of April 11 and it appears that the time for transmission was exceedingly short if the meeting was held on April 9 and we cannot understand why our explanation in regard to that matter dated April 3 and sent to you by air mail on April 5 was not given consideration at the meeting referred to in your letter of April 9.

You have not made any mention whatever of receiving our letter of April 3 and we must ask that you give that statement of facts careful consideration in arriving at any decision affecting this case.

On April 25, 1946, the Commission, pursuant to the Determination of Questions and Appeal Regulations, fixed the 13th day of May, 1946, as the date on or before which any interested party may file with the Commission for submission to the Umpire a statement of the observations and representations which he desires the Umpire to consider in deciding the question referred to him. Under

date of May 10, 1946, W. Mills Limited, forwarded their representations in this connection. They merely reiterated their previous statements which they submitted when making representations to the Commission at the time of the decision of the Commission.

I do not consider that the ground of appeal of the company, as quoted above, has any bearing on the question at issue, as the record shows that the Commission has been apprised of the representations made by the company. However, the substance of the representations made by the company under date of May 3 and under date of May 10 is to be considered again, as the whole question of insurability of these employees will be reviewed when arriving at my decision.

Section 13 of the Unemployment Insurance Act, 1940, is in the following terms:

Subject to the provisions of this Act, all persons who are employed in any of the employments specified in Part I of the First Schedule to this Act, not being employment specified as excepted employment in Part II of that Schedule, shall be insured against unemployment in the manner provided by this Act.

The first question is whether the employment is specified in Part I of the First Schedule to the Act. It is apparent from the record that there can be no doubt that the persons involved were employed under a contract of service; therefore, their employment comes within paragraph (a) of Part I of the First Schedule.

Under Section 13, the next question to be determined is whether the employment is specified as an excepted employment in Part II of that Schedule. That question revolves about the correct interpretation of paragraph (c) of Part II of that Schedule, which lists as an excepted employment—

Employment in lumbering and logging, exclusive of such saw mills, planing mills, shingle mills, and wood-processing plants as are in the opinion of the Commission reasonably continuous in their operations.

The contentions of the company in brief are that they own a large body of timber in the vicinity of C, that a mill site was acquired from the Dominion Government for the purposes of manufacturing lumber in that area, and for some years past, during 10 months of the year, logging operations have been carried on at that site.

The facts, as they are reported by the officers of the Commission and appear from the record, are that the only operations known on the mill site has been some clearing of land, building of roads and erection of approxi-

mately 80 cabins and a combined store and dining room. Several boat houses have been erected, also outside cooking places and a series of small piers built out in C. for diving and bathing. There is a small saw mill on the property almost completely dismantled, fitted originally with a converted automobile motor capable of cutting a few small logs and wood for firewood.

As far as the Commission was able to establish, no woods operations have been carried on in that area. The C. mill site as is commonly known, has been and is operated as a summer resort and any employment outside the summer months has been in the nature of erection and repair of cabins and boats, land clearing for the camp site and work on the beach moving rocks, etc. The occupations of the employees concerned were that of labourer, caretaker, store clerk, painter and carpenter. Their duties in connection with the operation and maintenance of this resort consisted of the erection of and necessary repairs to buildings, cabins, boats, operating and maintaining a lunch counter and ice cream parlour. In so far as the employee P.B. is concerned (who is apparently the only employee presently employed by the company), his duties of cutting wood for fuel, cultivating strawberry plants, looking after domestic animals, were only incidental to his duties as caretaker of the resort. Several photographs were submitted by the Commission concerning the company's operations at C. showing several cabins and buildings of the pleasure resort operated by this company. Newspaper advertising cards and advertisements were also submitted, establishing that the company operated a pleasure resort at C.

It is therefore clear that the nature of the operations of the company at C. was not such as to constitute lumbering and logging. It is also evident that the employment of the various persons concerned was employment connected with the operation of a pleasure resort and did not constitute employment in lumbering and logging.

I, therefore, find that the persons whose names appear below were, during the respective periods of employment, employed in employment specified in Part I of the First Schedule to the said Act, such employment not being specified as excepted employment in Part II of that Schedule and were, therefore, pursuant to the provisions of the said Act, insured against unemployment in the manner provided by the said Act.

(Sgd.) LUCIEN CANNON,
Umpire.

Dated at Ottawa, this 21st day of May, 1946.

Employment, Hours and Earnings

Summary

REPORTS received in the Department of Labour during the past month gave the following information concerning employment, hours and earnings in Canada.

Employment at the beginning of April, 1946.—Widespread improvement in manufacturing and non-manufacturing industries resulted in a considerable expansion in employment at the beginning of April.

Data were tabulated by the Dominion Bureau of Statistics from 15,789 employers whose staffs numbered 1,720,726 at April 1, as compared with 1,705,529 at March 1, an advance of 0.9 per cent. More than 80 per cent of this increase took place among men, whose numbers rose by over 12,200, as compared with a gain of less than 3,000 among women workers in recorded employment.

Since the general improvement at April 1, as compared with March 1, was contrary to the usual trend at that time of year, the seasonally-adjusted index moved upwards, rising from 174.0 at March 1, to 178.5 at April 1.

Claims for unemployment insurance benefit.—Applications for unemployment insurance benefit numbered 35,781 in April, a decline of 14,925 from the 50,706 registered in March. In all, 158,168 persons received benefit payments in April, 1946, as compared with 156,180 persons in March, 1946 and 22,995 persons in April, 1945. The total benefits paid in April, 1946, amounted to \$7,011,579 as compared with \$7,205,264 in March, 1946 and \$591,265 in April, 1945.

Man-hours and hourly earnings, April 1, 1946.—Average hours per week worked by hourly-rated wage-earners employed in manufacturing was 44.4 hours during the week preceding April 1, as compared with 44 hours a month earlier. The average hourly earnings were 68.4 cents as compared with 67.9 cents for the week preceding March 1.

Report on employment conditions, May, 1946.—Labour demand continued to increase during May, but less rapidly than in April. This reduced rate of employment expansion may be attributed in a large part to the shortage of materials resulting from the continued labour unrest throughout Canada and the United States. Labour supply, on the

other hand, dropped substantially during April, despite the steady flow of ex-service men into the labour market. Manpower requirements, exclusive of agriculture, totalled 111,307 at May 23, with the number of skilled and unskilled workers required accounting for 37 and 33 per cent respectively of the labour needs. The available labour supply, as measured by the number of unplaced applicants registered at employment offices, numbered 211,744 at May 23, as compared with 247,751 four weeks earlier. An unequal geographical distribution of labour demand and supply still persists. At May 23, the Quebec and Ontario regions accounted for 72 per cent of the unfilled vacancies while only 57 per cent of the unemployed workers were in these regions. The overall demand for female workers exceeds the supply but labour shortages remain concentrated in the Quebec and Ontario regions while a surplus supply of women exists elsewhere.

Applications for Employment; Vacancies and Placements; April, 1946.—Reports received from the National Employment Service Offices of the Unemployment Insurance Commission during the five weeks March 29 to May 2, 1946, showed a fairly substantial gain in the average number of placements made daily when compared with the previous four weeks ending March 28, and a sharp decline when compared with the five-week period March 30 to May 3, 1945. With the exception of a decline in forestry and logging, and no change in fishing and hunting all industrial groups showed gains in placements under the first comparison, the most pronounced being in construction, manufacturing, services and public utilities operation. All industrial divisions apart from agriculture and construction recorded losses over the five weeks ending May 3 last year, the largest being in manufacturing, services, public utilities operation, trade and forestry and logging. During the five weeks under review there were 190,000 vacancies reported, 165,791 applications for employment and 82,008 placements effected in regular and casual employment.

Unemployment in trade unions at the close of the quarter ending March 31, 1946.—Returns from 2,463 local unions in Canada

with a combined membership of 414,487 indicated an unemployment percentage of 1.9 at the end of the first quarter of 1946. At the end of December, 1945, 2,460 locals with a total of 410,089 members reported 3.0 per cent unemployed, while in March, 1945, 2,337 locals representing 421,779 members, registered 0.7 per cent unemployment.

Survey of civilian labour force.—The second in a series of quarterly surveys of the civilian labour force undertaken by the Dominion Bureau of Statistics indicates that at February 23, 1946, 4,525,000 were employed, while the number of unemployed was estimated to be 213,000 making a total labour force of 4,738,000.

Employment and Payrolls at the Beginning of April, 1946

THERE was considerable expansion in employment in the Dominion at the beginning of April when widespread improvement was indicated in the manufacturing and the non-manufacturing industries. The general advance, which was contra-seasonal according to the experience of the years since 1920, raised the index of employment, on the 1926 base as 100, from 167.0 at March 1 to 168.5 at the date under review. Although the latter figure was the highest so far recorded in 1946, it was otherwise the lowest since the summer of 1942, being 4.7 per cent below that of 176.9 at April 1, 1945. It is important to note, however, that industrial employment continues decidedly above its pre-war level, the index at the beginning of April of the present year exceeding by 60.6 per cent that indicated at April 1, 1939.

Data were tabulated by the Dominion Bureau of Statistics from 15,789 employers,

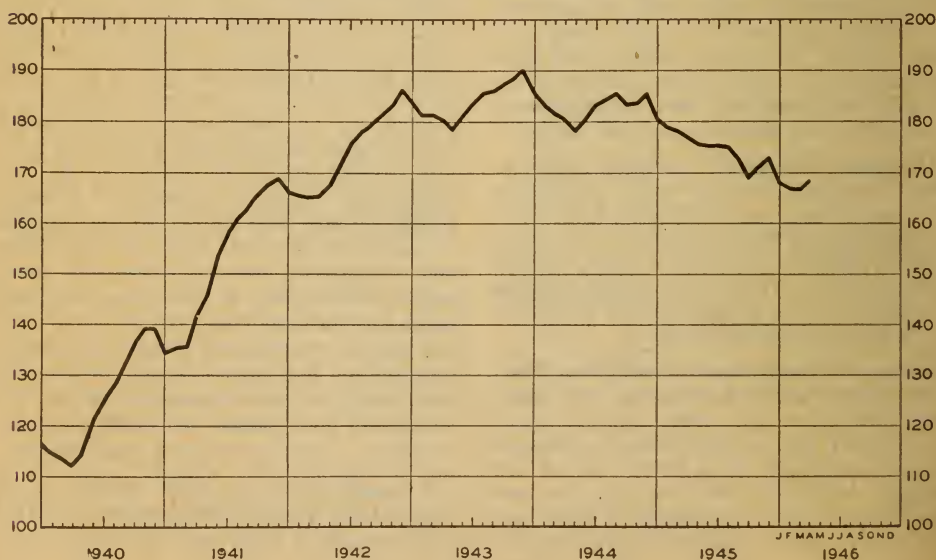
whose staffs numbered 1,720,726 at the date under review; as compared with 1,705,529 at March 1, there was an advance of 15,197 persons, or 0.9 per cent. More than 80 per cent of this increase took place among men, whose numbers rose by over 12,200, as compared with a gain of less than 3,000 among women workers in recorded employment.

Since the general improvement in the situation at April 1 as compared with March 1 was contrary to the usual trend at the time of year, the seasonally-adjusted index moved upward, rising from 174.0 at March 1 to 178.5 at the date under review.

Within the manufacturing group, there were widespread gains in employment as compared with a month ago, the only declines of any size being in tobacco and electrical apparatus plants. The most pronounced expansion was in the iron and steel group, which reported nearly 5,500 more employees than at March

EMPLOYMENT IN CANADA AS REPORTED BY EMPLOYERS

NOTE.—The curve is based on the number of employees at work on the first day of the month as indicated by the firms reporting, in comparison with the average number of employees they reported during the calendar year 1926 as 100.



1. The increase was partly due to resumption of work on a more normal scale following the disruption occasioned by industrial disputes in Canada and the United States. Among the non-manufacturing divisions, the movement was favourable in mining, communications, transportation, construction, services and trade. The greatest improvement was in trade, in which it was above-average for the time of year. On the other hand, logging reported a considerable seasonal contraction, over 11,000 persons being laid off from work in the bush.

Payrolls

The weekly payrolls reported at April 1 by the firms furnishing statistics in the eight leading industries aggregated \$55,931,903, as compared with \$55,321,019 distributed on or about March 1. The increase amounted to 1.1 per cent. The average weekly earnings of the typical individual in recorded employment advanced from \$32.44 in the last return, to \$32.50 at the date under review, as compared with \$32.00 at April 1, 1945, \$32.37 at April 1, 1944, \$31.14 at April 1, 1943, and \$28.41 at April 1, 1942. The mean at April 1 of last year had been lowered by loss of working time during the Easter holidays, which had fallen within the pay period for which the earnings were then reported.

Including the figures for financial institutions, the most recent survey shows that the total number of persons reported in the nine major industrial groups was 1,795,048, as compared with 1,777,927 at the beginning of March. The weekly payrolls of these workers totalled \$58,500,160, as compared with \$57,843,560 in the preceding report. The per capita earnings in the nine main industries, including finance, were \$32.59, as compared with \$32.53 at March 1, and \$32.06 at April 1, 1945. In the months since then, the number in recorded employment in the nine leading industries has declined by 4.1 per cent, while there has been a reduction of 2.9 per cent in the indicated salaries and wages.

Table II summarizes the latest statistics of employment and payrolls for the leading industrial groups, the provinces and economic areas, and the leading industrial cities, and gives comparisons as at March 1, 1946, and April 1, 1945. Table I gives a monthly record for the eight leading industries as a whole, and for manufacturing, showing the movements of employment and payrolls in the period since 1943.

The index numbers of payrolls are based on the amounts disbursed by the co-operating firms at June 1, 1941, as 100. To facilitate comparisons of the trends of employment

and payrolls, the indexes of employment have been converted from their original base, 1926=100, to June 1, 1941, as 100. Table I indicates that in the period for which data are available, the number of persons employed in the eight leading industrial groups has shown an increase of 10.3 per cent, while the aggregate weekly earnings of these workers are higher by 38.9 per cent. Including finance, the gain in employment from June 1, 1941, to April 1, 1946, amounted to 10.9 per cent, and that in payrolls, to 39.3 per cent. The explanation previously given for the much greater rise in the reported salaries and wages than in employment during the period of observation may again be stated:— (1) the concentration of workers still indicated in the heavy manufacturing industries despite the reductions which preceded and followed the termination of the war; in this group, rates of pay are above the average and there has been a considerable amount of overtime work; (2) the payment of cost-of-living bonuses to the majority of workers; the rates at which these allowances were calculated were increased on more than one occasion before their incorporation in the basic wage rates as from February 15, 1944; (3) the progressive up-grading of employees as they gained experience in their work and (4) the payment of higher wage-rates in a great many cases.

At the date under review, the increase in employment in manufacturing since June 1, 1941, amounted to 10.1 per cent, and that in the indicated salaries and wages, to 38.7 per cent; the advance in the same comparison in the non-manufacturing industries taken as a whole was 10.7 per cent in the case of employment, and 39.2 per cent in the case of payrolls. The slightly greater gain among the latter group is at variance with the experience during the war, when activity in manufacturing was maintained at levels decidedly above those in many of the non-manufacturing classes, and the indicated salaries and wages were also relatively higher.

With regard to the marked variations in the average earnings of workers in the different industrial classes, it must again be pointed out that the sex distribution of such persons is an important factor, frequently associated with variations in the age groups. In general, the female workers tend to belong to the younger age classes, in which the earnings are naturally lower than among those of greater experience. The matter of short-time or over-time may also considerably influence the reported aggregates and averages which likewise reflect variations in the extent to which casual labour is used; the degree of skill generally required of workers in the industry is of course a factor of paramount importance.

TABLE I—INDEX NUMBERS OF EMPLOYMENT AND PAYROLLS, BASED ON JUNE 1, 1941=100, TOGETHER WITH PER CAPITA WEEKLY EARNINGS

(The latest figures are subject to revision)

Date	Eight Leading Industries			Manufacturing		
	Index Numbers of		Per Capita Earnings	Index Numbers of		Per Capita Earnings
	Employment	Aggregate Payrolls		Employment	Aggregate Payrolls	
Jan. 1, 1943.....	120.1	131.7	\$27.92	130.7	142.5	\$28.11
Feb. 1.....	118.5	139.3	29.96	132.2	157.0	30.65
Mar. 1.....	118.6	143.0	30.72	133.0	162.1	31.49
Apr. 1.....	118.1	144.1	31.14	133.5	164.3	31.81
May 1.....	116.5	139.6	30.59	132.7	159.5	31.09
June 1.....	118.5	143.4	30.93	133.5	163.1	31.62
July 1.....	120.1	145.5	30.97	134.8	164.7	31.62
Aug. 1.....	121.6	147.5	31.06	135.5	166.2	31.77
Sept. 1.....	121.8	148.7	31.30	136.8	169.0	32.03
Oct. 1.....	122.6	150.8	31.53	137.7	171.9	32.37
Nov. 1.....	123.4	152.0	31.60	137.4	172.7	32.62
Dec. 1.....	124.6	153.4	31.61	137.4	174.0	32.86
Jan. 1, 1944.....	121.5	140.4	29.69	134.8	156.5	30.18
Feb. 1.....	119.8	148.1	31.76	135.3	170.6	32.78
Mar. 1.....	118.8	149.1	32.27	134.8	172.2	33.23
Apr. 1.....	118.1	148.6	32.37	134.2	171.7	33.28
May 1.....	116.5	146.2	32.26	132.9	168.1	32.92
June 1.....	118.1	146.0	31.80	132.8	166.7	32.64
July 1.....	120.0	148.1	31.72	134.4	167.7	32.44
Aug. 1.....	120.7	148.4	31.63	135.9	166.8	32.38
Sept. 1.....	121.5	149.6	31.69	134.6	168.6	32.55
Oct. 1.....	120.0	151.0	32.36	133.2	169.2	33.02
Nov. 1.....	120.4	151.0	32.29	131.7	168.1	33.20
Dec. 1.....	121.6	152.1	32.19	131.0	168.0	33.35
Jan. 1, 1945.....	118.1	138.1	30.10	126.6	147.1	30.22
Feb. 1.....	117.2	146.4	32.15	128.0	162.6	33.06
Mar. 1.....	116.7	148.8	32.81	127.6	164.7	33.56
Apr. 1.....	115.8	144.1	32.00	126.7	158.7	32.55
May 1.....	114.9	145.4	32.55	125.4	161.9	33.59
June 1.....	114.8	143.3	32.10	124.4	157.2	32.88
July 1.....	114.9	144.5	32.32	123.2	156.3	32.94
Aug. 1.....	114.6	143.0	32.09	121.5	152.9	32.73
Sept. 1.....	113.2	141.1	32.06	118.2	148.0	32.58
Oct. 1.....	110.5	137.8	32.08	112.1	140.4	32.54
Nov. 1.....	112.1	139.3	31.95	110.9	139.3	32.64
Dec. 1.....	113.4	139.5	31.63	109.6	136.7	32.45
Jan. 1, 1946.....	110.2	127.6	29.92	107.1	121.2	29.49
Feb. 1.....	109.5	135.5	31.97	108.8	135.4	32.43
Mar. 1.....	109.4	137.3	32.44	108.7	135.3	32.43
April.....	110.3	138.9	32.50	110.1	138.7	32.32

TABLE II.—EMPLOYMENT AND EARNINGS

Number of Persons Employed at April 1, 1946, by the Co-operating Establishments and Aggregate and Per Capita Weekly Earnings of such Employees, Together with Index Numbers of Employment and Payrolls as at April 1, 1946, and March 1, 1946, with Comparative Figures for April 1, 1945, where Available, Based on June 1, 1941 as 100 p.c. (The latest figures are subject to revision)

Geographical and Industrial Units	Number of Employees Reported at Apr. 1, 1946	Aggregate Weekly Payrolls at Apr. 1, 1946	Per Capita Weekly Earnings at			Index Numbers of					
						Employment			Aggregate Weekly Payrolls		
			Apr. 1, 1946	Mar. 1, 1946	Apr. 1, 1945	Apr. 1, 1946	Mar. 1, 1946	Apr. 1, 1945	Apr. 1, 1946	Mar. 1, 1946	Apr. 1, 1945
(a) PROVINCES											
		\$	\$	\$	\$						
Maritime Provinces	127,158	4,024,045	31-65	31-08	31-48	108-3	107-9	118-4	156-6	153-2	170-9
Prince Edward Island.....	2,628	69,473	26-44	26-15	26-41	119-0	116-8	113-0	148-8	144-4	141-4
Nova Scotia.....	72,873	2,342,985	32-15	31-75	32-81	103-1	102-5	114-5	146-6	143-8	167-1
New Brunswick.....	51,657	1,611,587	31-20	30-40	29-77	116-5	116-4	125-4	174-2	169-7	178-9
Quebec	513,048	16,081,678	31-35	31-45	30-61	109-5	109-2	117-7	142-9	143-0	150-8
Ontario	728,140	23,866,928	32-78	32-41	32-49	108-8	107-6	113-5	131-3	128-4	136-0
Prairie Provinces	201,727	6,655,130	32-99	33-59	32-04	114-4	113-3	110-1	142-6	143-7	134-3
Manitoba.....	3,051,831	93,246	32-73	33-22	31-65	113-5	112-0	110-1	140-0	140-2	131-3
Saskatchewan.....	38,282	1,222,106	31-92	32-67	30-67	107-0	106-5	103-8	131-5	134-1	126-2
Alberta.....	70,199	2,381,193	33-92	34-59	33-35	120-1	119-0	113-9	152-9	154-2	143-4
British Columbia	150,653	5,304,122	35-21	35-60	34-87	119-1	115-9	128-2	147-7	145-4	158-2
CANADA	1,720,726	55,931,903	32-50	32-44	32-00	110-3	109-4	115-8	138-9	137-3	144-1
(b) CITIES											
Montreal.....	254,972	8,196,608	32-15	32-10	31-73	115-8	114-2	125-5	145-4	143-0	156-3
Quebec City.....	23,458	657,358	28-02	27-54	27-32	97-5	97-3	140-8	132-4	129-8	186-1
Toronto.....	235,923	7,751,911	32-86	32-58	31-92	115-8	114-0	123-5	141-5	138-2	147-3
Ottawa.....	22,633	636,871	28-13	28-30	28-09	113-1	110-9	108-7	137-8	135-8	132-1
Hamilton.....	56,794	1,859,432	32-74	32-54	33-13	106-4	104-3	113-2	126-9	123-6	136-1
Windsor.....	35,332	1,477,546	41-82	36-48	41-93	111-4	98-7	120-6	123-4	95-4	133-8
Winnipeg.....	60,384	1,833,762	30-37	30-53	29-29	116-8	115-5	114-5	139-2	138-6	132-3
Vancouver.....	68,963	2,257,507	32-74	33-31	33-67	133-8	131-9	157-8	165-8	166-2	200-6
Halifax.....	24,980	744,472	29-80	29-52	32-94	142-2	140-0	158-1	186-0	182-1	225-8
Saint John.....	14,169	437,220	30-86	29-38	30-30	135-1	131-0	147-1	193-0	178-2	209-7
Sherbrooke.....	9,480	256,616	27-07	26-86	25-06	106-5	105-6	107-3	133-0	135-0	126-7
Three Rivers.....	8,709	268,249	30-80	30-04	29-56	109-0	108-7	128-5	131-5	128-0	149-0
Kitchener-Waterloo.....	18,117	556,158	30-70	30-12	29-49	121-1	120-8	111-1	163-3	159-8	144-1
London.....	21,940	671,947	30-63	30-45	28-81	122-9	121-1	118-5	148-9	145-9	135-6
Fort William-Port Arthur.....	9,118	313,629	34-40	34-46	34-16	64-6	68-4	104-0	83-0	88-0	132-7
Regina.....	10,111	290,655	28-75	28-81	28-17	111-3	107-9	112-5	139-5	135-6	138-5
Saskatoon.....	6,417	182,376	28-42	28-60	26-35	128-7	127-8	119-8	166-0	165-8	143-1
Calgary.....	18,308	585,326	31-07	32-12	31-92	115-4	113-4	111-7	141-1	139-2	137-1
Edmonton.....	17,659	533,431	30-21	30-39	28-62	129-0	127-7	119-3	158-9	157-2	140-7
Victoria.....	12,342	390,055	31-60	31-76	33-88	144-8	139-7	170-3	182-6	177-0	229-1
(c) INDUSTRIES											
Manufacturing	969,764	31,823,172	32-82	32-43	32-55	110-1	108-7	126-7	138-7	135-3	158-7
Durable Goods.....	449,013	15,870,079	35-34	34-90	35-78	105-8	103-8	137-2	132-8	128-7	175-2
Non-Durable Goods.....	499,658	15,135,423	30-29	29-98	28-73	114-3	113-5	117-8	145-8	143-3	142-6
Electric Light and Power.....	21,093	817,670	38-76	38-56	37-00	101-2	103-0	93-7	131-6	128-3	107-7
Logging.....	91,630	2,626,837	28-67	29-31	28-28	191-5	214-5	169-0	275-9	316-0	240-5
Mining.....	72,564	2,872,472	39-59	39-67	38-46	86-8	86-3	84-4	109-0	108-6	102-9
Communications.....	35,545	1,155,801	32-52	32-94	31-51	136-2	132-1	115-3	162-8	160-0	134-3
Transportation.....	157,871	6,295,736	39-88	40-83	39-17	124-8	122-8	122-2	152-1	153-3	149-1
Construction and Maintenance.....	132,308	4,200,077	31-74	32-02	30-05	74-5	72-9	62-6	103-1	101-6	82-5
Services.....	54,533	1,138,235	20-87	21-04	19-73	126-2	122-9	117-7	163-9	160-9	145-0
Trade.....	206,511	5,819,573	28-18	28-19	26-50	117-9	114-7	110-1	141-4	137-6	124-0
Eight Leading Industries	1,720,726	55,931,903	32-50	32-44	32-00	110-3	109-4	115-8	138-9	137-3	144-1
Finance.....	74,322	2,568,257	34-56	34-84	33-58	123-6	120-4	110-9	148-1	145-4	129-2
Total—Nine Leading Industries	1,795,048	58,500,160	32-59	32-53	32-06	110-9	109-8	115-6	139-3	137-6	143-5

¹ This classification comprises the following:—iron and steel, non-ferrous metals, electrical apparatus, lumber, musical instruments and clay, glass and stone products.

TABLE III—INDEX NUMBERS OF EMPLOYMENT BY PROVINCES AND ECONOMIC AREAS

(AVERAGE CALENDAR YEAR 1926=100)

(The latest figures are subject to revision)

	CANADA	Maritime Provinces	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Prairie Provinces	Manitoba	Saskatchewan	Alberta	British Columbia
April 1, 1929.....	110.4	107.5	.....	.....	.....	101.1	117.4	113.9	.....	.....	.....	106.0
April 1, 1930.....	107.8	107.8	.....	.....	.....	103.7	112.7	103.2	.....	.....	.....	106.0
April 1, 1931.....	99.7	102.3	.....	.....	.....	98.5	102.4	97.7	.....	.....	.....	92.4
April 1, 1932.....	87.5	88.3	.....	.....	.....	85.0	91.1	86.1	.....	.....	.....	80.9
April 1, 1933.....	76.0	78.3	.....	.....	.....	73.1	78.3	78.3	.....	.....	.....	68.8
April 1, 1934.....	91.3	95.1	.....	.....	.....	85.1	98.7	83.3	.....	.....	.....	86.6
April 1, 1935.....	93.4	95.8	.....	.....	.....	85.9	100.7	86.9	.....	.....	.....	91.8
April 1, 1936.....	97.4	101.8	.....	.....	.....	91.4	103.4	90.5	.....	.....	.....	95.9
April 1, 1937.....	103.0	105.4	.....	.....	.....	102.2	108.8	89.4	.....	.....	.....	97.5
April 1, 1938.....	105.0	103.6	80.0	115.6	90.5	107.4	109.6	89.4	89.2	87.4	91.0	100.2
April 1, 1939.....	104.9	99.7	88.3	114.7	82.3	109.4	108.0	91.7	88.9	91.9	95.8	100.5
April 1, 1940.....	111.9	111.8	94.0	123.7	98.4	112.2	118.8	96.7	94.8	94.4	101.2	102.8
April 1, 1941.....	141.3	135.6	93.4	151.2	119.4	143.1	152.0	116.7	113.3	106.6	128.5	129.4
April 1, 1942.....	165.2	155.6	92.0	175.0	135.3	176.8	174.8	127.2	125.5	112.9	139.4	149.6
April 1, 1943.....	180.6	171.3	108.0	190.6	150.8	195.7	185.6	135.3	133.1	121.7	147.6	185.0
April 1, 1944.....	180.5	177.3	140.5	190.7	162.4	194.2	182.9	142.6	139.2	130.3	156.0	184.7
April 1, 1945.....	176.9	180.5	121.0	192.3	169.2	185.2	183.0	141.2	137.3	132.2	153.2	173.0
Jan. 1, 1946.....	168.2	169.5	120.4	176.2	164.1	171.8	172.2	150.6	144.8	143.4	164.0	163.7
Feb. 1.....	167.2	165.7	122.2	172.3	159.9	170.4	173.9	145.7	140.1	136.2	160.4	159.8
Mar. 1.....	167.0	164.4	125.1	172.1	157.0	171.8	173.6	145.3	139.7	135.7	160.0	156.4
April 1.....	168.5	165.0	127.5	173.1	157.1	172.2	175.5	146.8	141.5	136.3	161.6	160.6
Relative Weight of Employment by Provinces and Economic Areas as at April 1, 1946	100.0	7.4	.2	4.2	3.0	29.8	42.3	11.7	5.4	2.2	4.1	8.8

NOTE.—The "Relative Weight", as given just above, shows the proportion of employees in the indicated areas, to the total number of all employees reported in Canada by the firms making returns at the date under review.

TABLE IV.—INDEX NUMBERS OF EMPLOYMENT BY INDUSTRIES (AVERAGE 1926=100)

(The latest figures are subject to revision)

Industries	¹ Relative Weight	April 1, 1946	March 1, 1946	April 1, 1945	April 1, 1939
Manufacturing	56.4	185.0	182.6	212.9	107.1
Animal products—edible.....	2.5	212.2	210.1	204.2	122.4
Fur and products.....	.2	157.8	153.0	133.7	95.1
Leather and products.....	1.9	155.7	152.1	140.6	112.7
Boots and shoes.....	1.1	142.1	139.3	128.9	115.1
Lumber and products.....	3.9	122.9	119.5	120.2	72.4
Rough and dressed lumber.....	2.1	99.4	96.0	97.1	60.9
Furniture.....	.8	147.1	146.0	128.5	83.4
Other lumber products.....	1.0	187.9	181.9	199.9	100.4
Musical instruments.....	.1	36.9	35.9	28.6	47.2
Plant products—edible.....	3.0	157.1	155.8	160.5	104.8
Pulp and paper products.....	5.6	155.2	153.8	137.5	104.5
Pulp and paper.....	2.4	137.4	134.9	121.2	90.1
Paper products.....	1.1	235.2	236.4	213.6	130.2
Printing and publishing.....	2.1	151.4	150.8	133.3	114.0
Rubber products.....	1.4	188.5	186.1	181.3	105.4
Textile products.....	8.5	167.5	166.4	160.9	120.5
Thread, yarn and cloth.....	3.1	171.1	170.6	160.0	126.3
Cotton yarn and cloth.....	1.3	111.0	109.8	111.0	94.2
Woolen yarn and cloth.....	.8	188.7	187.4	169.6	124.9
Artificial silk and silk goods.....	.8	710.0	713.0	627.5	474.6
Hosiery and knit goods.....	1.4	160.8	160.5	147.2	120.6
Garments and personal furnishings.....	3.0	165.2	163.3	163.0	118.0
Other textile products.....	1.0	174.0	172.2	178.5	110.2
Tobacco.....	.6	127.8	137.0	145.8	110.8
Beverages.....	.9	282.4	275.1	253.6	164.0
Chemicals and allied products.....	2.4	327.3	323.5	597.0	157.8
Clay, glass and stone products.....	1.1	160.3	154.9	134.7	76.8
Electric light and power.....	1.2	165.2	161.9	140.5	123.5
Electrical apparatus.....	2.4	281.9	285.6	293.2	124.5
Iron and steel products.....	16.3	206.7	202.7	296.6	95.8
Crude, rolled and forged products.....	2.0	255.3	254.1	246.2	119.1
Machinery (other than vehicles).....	1.4	231.2	229.2	220.6	114.0
Agricultural implements.....	.8	166.5	169.3	135.2	61.1
Land vehicles and Aircraft.....	6.0	166.3	159.1	261.6	90.5
Automobiles and parts.....	2.0	229.1	207.2	285.8	147.6
Steel shipbuilding and repairing.....	1.6	545.1	538.7	1251.3	67.1
Heating appliances.....	.4	193.0	193.5	193.8	121.6
Iron and steel fabrication (n.e.s.).....	.6	176.3	177.1	281.9	101.3
Foundry and machine shop products.....	.6	222.8	210.9	237.2	101.3
Other iron and steel products.....	2.9	223.7	223.5	338.6	99.6
Non-ferrous metal products.....	2.4	292.7	286.6	395.1	153.6
Non-metallic mineral products.....	1.0	217.0	214.7	213.7	146.1
Miscellaneous.....	1.0	293.1	291.3	349.7	134.3
Logging	5.3	303.1	339.5	267.6	64.0
Mining	4.2	153.8	152.9	149.5	157.4
Coal.....	1.5	96.0	90.9	94.8	87.6
Metallic ores.....	2.1	273.6	271.3	261.7	333.6
Non-metallic minerals (except coal).....	.6	161.7	156.1	160.5	119.1
Communications	2.0	132.4	128.4	112.1	81.2
Telegraphs.....	.4	133.9	134.6	127.2	89.2
Telephones.....	1.6	131.4	126.2	107.6	79.0
Transportation	9.2	123.3	121.3	120.7	79.3
Street railways and cartage.....	3.0	199.6	197.0	186.4	119.4
Steam railways.....	5.1	109.8	109.1	107.2	71.0
Shipping and stevedoring.....	1.1	82.9	77.0	95.6	65.2
Construction and Maintenance	7.7	103.6	101.3	87.0	91.6
Building.....	3.2	123.1	118.3	82.9	43.4
Highway.....	2.3	99.2	95.6	87.8	182.7
Railway.....	2.2	87.5	89.1	90.3	55.5
Services	3.2	217.3	211.7	201.1	131.4
Hotels and restaurants.....	2.1	211.1	208.5	200.5	125.7
Personal (chiefly laundries).....	1.1	229.4	218.0	202.3	141.2
Trade	12.0	184.8	179.9	172.6	131.1
Retail.....	8.7	191.0	185.3	180.4	136.5
Wholesale.....	3.3	169.9	167.0	153.6	117.6
Eight Leading Industries	100.0	168.5	167.0	176.9	104.9
Finance.....		143.5	139.8	128.8	.....
Banks and Trust Companies.....		144.2	143.8	133.0	.....
Brokerage and Stock Market Operations.....		248.3	240.3	159.9	.....
Insurance.....		136.6	128.6	121.3	.....
Nine Leading Industries		167.3	165.7	174.5	.....

¹ The relative weight shows the proportion of employees reported in the indicated industry to the total number of employees reported in Canada by the firms making returns at the date under review.

Report on Employment Conditions, May, 1946

The following report covering the employment situation for the past month has been prepared by the Research and Statistics Branch, Department of Labour, in co-operation with the Employment Service, Unemployment Insurance Commission. The first section of the report deals with the Canadian labour market by occupational groups, while the second section gives a more detailed analysis of employment conditions by regions.

THE labour situation improved steadily during May, with unemployment dropping 15 per cent during the month. Employment opportunities expanded but less rapidly than in April. General labour unrest has made employers hesitant to list their vacant jobs in full at this time. Scarcities of raw materials and skilled labour continue to handicap re-conversion and expansion projects. The "tight" labour market situation in the mining, construction, and service industries has been temporarily eased by the employment of students and teachers.

At May 23, the number of unfilled vacancies¹ exclusive of agriculture, totalled 111,307, as compared with 98,781 four weeks previous. The additional loggers, miners, construction workers, and light labourers required accounted mainly for the rise in vacancies during May. By the end of May, the over-all demand for women was slightly in excess of the available supply as labour needs for service and unskilled workers rose markedly. The available labour supply, as measured by the number of unplaced applicants² registered at employment offices, numbered 211,744 (169,956 male and 41,788 female) at May 23. Unemployment continues at a high level in the Maritime, Prairie, and Pacific regions while expansion of labour demand has taken place, for the most part, in Ontario and Quebec.

The over-all labour situation has substantially changed from that reported during the comparative period in 1945. During May, 1945, vacancies declined following V-E Day to total 172,857 at May 25; labour supply, on the other hand, showed little change, and at the reporting date numbered 69,355. Table I shows labour demand and supply by main occupational group and by sex as at May 23, 1946. Table II presents a monthly comparison

of total labour demand and supply. Unfilled vacancies classified by main industry group and by sex, as at May 23, 1946, with absolute and percentage changes in total demand during the last month, are shown in Table III.

Clerical Workers

The labour situation for clerical workers remained substantially unchanged during May. Undoubtedly unsettled labour conditions and the uncertainty surrounding the procurement of necessary raw materials have made employers cautious of expanding their "white-collared" staff at this time. At May 23, there were 7,567 clerical workers required across Canada, while the unemployed in this field totalled 23,683. The greatest discrepancy between supply and demand was evident in the labour situation for male workers, particularly in the Maritime, Prairie, and Pacific regions. Placement in the clerical occupations continues to be hampered, on the other hand, by the lack of fully educated and experienced applicants, while, on the other hand, many employers are not offering salaries consistent with their strict requirements. Insurance companies and real estate firms reported additional staff requirements during the month and this was reflected in a 14 per cent rise in the number of general female clerical workers required. Typists and stenographers remain in short supply; at May 23, there were 2,903 vacancies for female typists and stenographers throughout Canada with available supply totalling 2,288 at that date. In some cases employers are requesting veterans, but ex-servicemen are reluctant to accept many of the positions because of the low salaries offered.

Sales Workers

A surplus supply of applicants classified as sales workers persists, but the situation is easing as commodity goods gradually return to the market. Unplaced sales workers at May 23, totalling 12,974, were 12 per cent below the level reported four weeks earlier. Unfilled vacancies increased slightly during the month to total 4,632 at the reporting date. Placing of orders for additional help has been curtailed as wholesalers and merchants begin to feel the effects of labour disturbances. Competent and experienced help, however, is easily placed, but many applicants cannot meet the high standards now specified by employers. In some places where qualified applicants cannot be obtained, employers are training inexperienced help.

¹ *Unfilled Vacancies* are the number of unfilled jobs on file in employment offices as at the date indicated.

² *Unplaced Applicants* are the number of Unreferred Applicants plus Unconfirmed Referrals. *Unreferred Applicants* are those who have not been referred to specific jobs as at the date indicated. *Unconfirmed Referrals* are applicants who have been referred but whose placement has not been confirmed.

Service Workers

Demand for service workers continued to increase during May, as summer resorts expand their staffs in anticipation of a very active tourist season. It is feared that sufficient help may not be available to staff the numerous expansion projects for hospitals throughout Canada. The supply of service workers fell short of demand due to the acute shortage of women seeking employment in the service trades. At May 23, there were 18,679 service workers required while unplaced applicants numbered 16,077; female labour requirements accounted for 78 per cent of the demand but only 38 per cent of the applicants were women. Considerable relief should be obtained by the summer employment of students and teachers. Waitresses, cooks, and kitchen workers are urgently needed with available supply less than half the orders on file. There were 4,653 domestic servants needed at May 23, but those seeking this type of work were less than one-quarter the number required. The introduction of the Home Aide courses and the scarcity of high-paid jobs following the cessation of hostilities eased the situation for household help considerably. With the seasonal upswing in industrial activity, alternative employment opportunities have improved, and applicants are even more reluctant to accept domestic service.

Skilled and Semi-skilled Workers

A marked improvement was evident in the labour situation for workers in skilled and semiskilled occupations during May, particularly for men. Despite unsettled labour conditions and the general uncertainty of obtaining vital raw materials, 20 per cent more skilled and semiskilled men were required during May. At May 23, there were 31,815 skilled or semiskilled male workers required. Unemployed skilled workers continued to decline and the number of men unplaced at May 23, totalling 59,320 was 19 per cent less than that reported four weeks previous. The shortage of qualified and experienced applicants is becoming even more acute as industrial activity increases, especially in mines, foundries, and construction work. A moderate improvement was evident in the labour situation for female skilled and semiskilled workers and at May 23 labour needs, totalling 9,783, outnumbered the available supply by 2,010.

Textile Workers:—The shortage of both male and female textile workers continues, despite the efforts of employment offices to interest unemployment insurance claimants of

nearby areas in textile work. A deterrent factor in obtaining additional help continues to be the serious lack of housing accommodation. Quebec reports that beginners are urgently needed in garment industries, glove and leather trades, and cap manufacturing industries. As alternative employment opportunities improve, a high degree of labour turnover again becomes a major problem. At May 23, there were 8,444 textile workers required but only 3,670 applicants were seeking this type of work. The need for female sewing machine operators remains acute, with 4,776 required at May 23, but the available supply was slightly less than one-quarter the labour requirements.

Lumber and Wood Products Workers.—The crippling effect of the strike in the British Columbia lumber camps is already being felt in the agriculture, shipbuilding, and construction industries. To cope with this situation, employers have increased their orders for additional help; demand for lumber and wood products workers rose by almost 40 per cent during May to total 13,620 at May 23, but few applicants were interested in this type of work. Demand for loggers rose contraseasonally during the month as additional men were required to complete the river drives and commence summer logging. Saw-mill operations are well under way in many sections of the country but work has been curtailed due to the shortage of trained help. This shortage has been considerably aggravated by the withdrawal of German prisoners of war. In some areas, however, labour requirements have been met by the importation of Japanese workers.

Miners:—Orders for miners showed a marked gain during May as weather conditions improved and expansion projects got underway. Additional staff is needed for developmental and exploration work, following the lull during the spring break-up. At May 23, there were 1,530 skilled miners required with only 893 available applicants. Demand for hard rock miners almost doubled during May but many of these vacancies have been filled temporarily by university students.

The coal strike in the United States has necessitated maximum production in Canadian coal mines. The lack of certificated miners, however, has curtailed expansion in some areas. Demand for coal miners totalled 824 at May 23 while unplaced applicants numbered only 252 at that date. The return of farmers temporarily employed in the coal mines intensified the shortage of experienced help.

Construction Workers:—An extremely active construction season is anticipated for 1946. Building permits issued during April reached

the highest total for that month since 1920, while contracts awarded continue at a high level. The effect of the strike in the British Columbia lumber industry is already being felt and many employers are temporarily holding back orders for additional help until the supply of raw materials becomes more reliable. The shortage of trained help persists. Many of the construction workers now registered have received only a limited training in war plants, and, consequently, are not proficient in the general trade.

At May 23, there were 6,728 skilled and semiskilled construction workers needed across Canada, while unplaced applicants numbered 7,946. Demand for carpenters accounted for over one-half the construction workers required, with the Ontario and Prairie regions reporting a short supply. The need for bricklayers and plasterers remains acute, but no immediate alleviation of the situation is in sight.

Workers in Miscellaneous Occupations:—The surplus of metal workers was reduced during May; unplaced metal workers fell by

21 per cent to total 14,327 at May 23. Vacancies, however, showed no improvement during the month and at May 23 totalled only 2,338. There are 23 machinists registered for every job available; slightly smaller surpluses exist in the structural steel, welding and flame cutting occupations. Moulders and core makers remain in short supply and the scarcity of this type of worker has handicapped reconversion in heavy industry. The situation in many foundries has been seriously aggravated at this time by the withdrawal of temporarily employed farm labour. Fully-qualified mechanics are in demand but many of the orders on file require employees to provide their own tools. As weather conditions improved during May, additional truck and tractor drivers were required, but applicants are still greatly in excess of demand. Laundries remain hard-pressed for labour and some firms may curtail operations during the summer if additional help is not obtained. At May 23, there were 589 women required for laundry and cleaning finishing work, but applicants were less than half the number required.

TABLE I—UNFILED VACANCIES AND UNPLACED APPLICANTS, BY OCCUPATION AND BY SEX, AS AT MAY 23, 1946

(excluding Agriculture)

Occupational Group	Unfiled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,565	498	2,063	7,350	853	8,203
Clerical Workers.....	2,003	5,564	7,567	13,154	10,529	23,683
Sales Workers.....	2,187	2,445	4,632	7,284	5,690	12,974
Service Workers.....	4,025	14,654	18,679	10,028	6,049	16,077
Fishermen.....	120	.....	120	667	.....	667
Skilled and Semiskilled Workers.....	31,815	9,783	41,598	59,320	7,773	67,093
Textile and Clothing Workers.....	1,206	7,238	8,444	733	2,937	3,670
Loggers.....	11,757	.....	11,757	881	.....	881
Miners.....	1,530	.....	1,530	893	.....	893
Construction Workers.....	6,728	.....	6,728	7,946	.....	7,946
Metalworkers.....	2,102	236	2,338	13,099	1,225	14,327
Other Skilled and Semiskilled Workers.....	8,492	2,309	10,801	35,768	3,608	39,376
Unskilled Workers.....	24,612	12,036	36,648	72,153	10,894	83,047
Total.....	66,327	44,980	111,307	169,956	41,788	211,744

TABLE II—UNFILED VACANCIES AND UNPLACED APPLICANTS BY MONTH

(excluding Agriculture)

Date	Unfiled Vacancies			Unplaced Applicants		
	Male	Female	Total	Male	Female	Total
May 19, 1944.....	143,947	59,139	203,086	38,356	24,260	62,616
May 25, 1945.....	121,046	51,811	172,857	44,971	24,384	69,355
June 22 ".....	117,889	45,775	163,664	53,170	23,101	76,271
July 20 ".....	114,067	39,808	153,875	56,005	22,746	78,751
Aug. 24 ".....	108,013	43,153	151,166	60,121	23,058	83,179
Sept. 21 ".....	112,428	41,276	153,704	92,411	30,602	123,013
Oct. 19 ".....	104,556	32,250	136,806	106,085	34,062	140,147
Nov. 23 ".....	72,236	28,968	101,204	134,238	37,830	172,068
Dec. 21 ".....	53,515	26,026	79,541	150,563	34,691	185,254
Jan. 24, 1946.....	52,717	30,004	82,721	177,519	42,940	220,459
Feb. 21 ".....	43,983	31,907	75,890	208,822	47,229	256,051
Mar. 21 ".....	43,824	34,362	78,186	214,867	48,348	263,215
Apr. 25 ".....	57,706	41,075	98,781	201,282	46,469	247,751
May 23 ".....	66,327	44,980	111,307	169,956	41,788	211,744

Unskilled Workers

Conditions for unskilled labour continue to improve with unemployment dropping by 17 per cent while 13 per cent more jobs were made available during May. At May 23, demand for unskilled labour totalled 36,648, while the labour supply at that date numbered 83,047. Contrary to the usual seasonal trend, demand for longshoremen and stevedores fell, due to the strike of the seamen. Additional workers should be required shortly to carry

out the extensive provincial program for highway construction during the summer. Manpower needs for male light labour increased substantially during May as reconverted and seasonally active industries expanded their labour requirements. The situation for female unskilled labour changed from an excess supply of this type of worker to a shortage of unskilled help during May. Demand, however, was concentrated mainly in Quebec and Ontario while an excess supply of unskilled female workers continues elsewhere.

TABLE III—UNFILED VACANCIES BY INDUSTRY AND BY SEX, AS AT MAY 23, 1946
(excluding Agriculture)

Industry	Male	Female	Total	Change from April 25, 1946	
				Absolute	Percentage
Logging—					
Pulpwood.....	10,934	24	10,958	+ 3,579	+ 48.5
Lumber.....	1,526	15	1,541	- 377	- 19.7
Other Logging.....	609	5	614	+ 84	+ 15.8
Total.....	13,069	44	13,113	+ 3,286	+ 33.4
Mining—					
Coal.....	1,146	2	1,148	- 33	- 2.8
Metallic Ores—					
Iron.....	68	1	69	- 22	- 24.2
Gold.....	1,286	12	1,298	+ 222	+ 20.6
Nickel.....	58	.....	58	+ 14	+ 31.8
Copper.....	195	3	198	- 2	- 1.0
Other metallic ores.....	107	1	108	+ 70	+ 184.2
Non-metallic minerals.....	623	9	632	+ 160	+ 33.9
Prospecting and oil producing.....	73	6	79	- 77	- 49.4
Total.....	3,556	34	3,590	+ 332	+ 10.2
Manufacturing—					
Food and kindred products (including tobacco).....	1,980	2,340	4,320	+ 678	+ 18.6
Textiles and apparel.....	2,624	10,564	13,188	+ 1,090	+ 9.0
Lumber and finished lumber products.....	3,020	445	3,465	+ 137	+ 4.1
Pulp and paper products (including printing).....	1,700	1,530	3,230	- 106	- 3.2
Chemicals and allied products.....	706	473	1,184	+ 234	+ 24.6
Petroleum and coal products.....	181	15	196	+ 41	+ 26.5
Rubber products.....	436	600	1,036	+ 304	+ 41.5
Leather and leather products.....	630	1,242	1,872	+ 102	+ 5.8
Stone, clay and glass products.....	902	196	1,098	- 15	- 1.4
Iron and steel products.....	1,874	597	2,471	+ 418	+ 20.4
Non-ferrous metals and products.....	660	333	993	+ 173	+ 21.1
Machinery.....	1,460	1,172	2,632	- 87	- 3.2
Automobile and equipment.....	426	67	493	- 52	- 9.6
Other transportation equipment.....	802	155	957	+ 7	+ 0.7
Other manufacturing.....	622	813	1,435	+ 62	+ 4.5
Total.....	18,023	20,547	38,570	+ 2,986	+ 8.4
Construction.....	11,180	67	11,247	+ 1,844	+ 19.6
Transportation.....	3,716	522	4,238	+ 114	+ 2.8
Communications and other Public Utilities.....	814	625	1,439	+ 117	+ 8.9
Trade—					
Wholesale.....	1,617	838	2,455	+ 114	+ 4.9
Retail.....	2,919	3,909	6,828	+ 533	+ 8.5
Total.....	4,536	4,747	9,283	+ 647	+ 7.5
Finance, Insurance, Real Estate.....	1,391	1,494	2,885	+ 341	+ 13.4
Service—					
Public.....	3,026	770	3,796	+ 896	+ 30.9
Domestic.....	305	4,363	4,668	- 288	- 5.8
Personal.....	2,550	7,969	10,519	+ 1,506	+ 16.7
Custom and repair.....	2,030	286	2,316	- 6	- 0.3
Other service.....	1,891	3,034	4,925	+ 642	+ 15.0
Total.....	9,802	16,422	26,224	+ 2,750	+ 11.7
Grand Total.....	66,087	44,502	110,589	+ 12,417	+ 12.6

Regional Analysis

The regional analysis which follows is based on the semi-monthly reports received from Local Employment Offices across Canada. The report covers employment conditions during the month ended May 22, 1946.

Maritime Region

Agriculture.—The arrival of warm, dry weather has stimulated farming activity throughout the region and orders for farm workers are rapidly increasing. Good jobs and reasonably good wages are offered but applicants are not numerous enough to meet demand. In addition to casual workers for planting, about 200 men will be required on a full-time basis until the autumn frost sets in.

Logging.—River stream drives have been completed in many districts. The recent rainy weather has provided favourable water conditions and most of the winter cut will reach the booms. Summer pulpwood cutting is commencing in New Brunswick areas but the demand for woodsmen varies with the locality. In the St. Stephen area local operators cannot compete for labour against high wages offered by the American logging companies across the border. Sawmills are now in operation throughout the region; the supply of labour is satisfactory.

Coal Mining.—Most mines are working steadily and production levels remain stable. Apart from the continued shortage of approximately 200 skilled miners in the Cape Breton area and of about 80 in the Minto area, demand for labour in this industry is slight. At Inverness, employment prospects for the colliery workers laid-off at the beginning of May are poor. Strip mining operations have been resumed in the Minto area and production will return to normal in a few weeks.

Manufacturing.—Manufacturing plants are operating at normal levels except where a shortage of materials hinders production. The steel plant in the Sydney area is working steadily with the exception of the electrical department, where an industrial dispute has been in existence since May 3. The Eastern Car Company of New Glasgow will complete its Belgian order by the end of June, and other orders will enable it to remain in operation on a reduced scale until August. Ships carpenters are required for fishing boat construction, but employment is declining in steel ship repair yards. The clothing and leather goods industries are seriously hampered by shortages of raw materials; the Maritime Pant Manufacturing Company of Amherst is still

idle, awaiting material shipments. Fish-processing plants are suffering from a shortage of experienced fish handlers and cutters. Few workers are applying for work in fish plants, although earnings in this industry are now the highest ever recorded. The scarcity of female labour is becoming more acute in the Halifax area; sewing machine operators and factory workers are in heavy demand.

Construction.—Residential and commercial construction is expanding, although material and labour shortages and unfavourable weather conditions prevent large-scale activity in this industry. Extensive programs are planned in all areas. Better progress is reported in Halifax and Saint John as the supply of labour has improved. The scarcity of skilled carpenters, bricklayers and plasterers in some areas is intensified as construction expands.

Transportation.—Port activity at Halifax and Saint John is now at the seasonal low, and displaced freight handlers and stevedores are forced to seek employment in construction. Railways continue to reduce operating staffs, although extra gang labour is required spasmodically.

Quebec Region

Agriculture.—Inclement weather conditions have retarded seeding in most agricultural districts. Farmers are rushing operations to make up for the delay, which will adversely affect crop yields if prolonged. Demand for farm help is thus extremely heavy, with the supply situation critical, as unemployed persons with previous agricultural experience are reluctant to accept farm work. The suspension of unemployment insurance payments for single men with agricultural experience who refuse to accept suitable farm work, will commence shortly in order to accelerate farm labour placements.

Logging.—River driving operations are progressing well throughout the region; demand for workers is heavy but supply is adequate in most districts. The Coaticook district is furnishing lumber companies in the United States with workers—since May 13, 500 labour exit permits and 650 renewals have been issued in this area. Sawmills are operating at full capacity with a plentiful supply of labour.

Mining.—Operations in hardrock mining districts continue to be curtailed by the serious dearth of experienced miners. The possibility of meeting the demand for labour is remote as, in addition to the lack of housing accommodation in such areas, most applicants

for mining jobs are seeking surface work for the summer months. The new agreement arising from the brief wage dispute at Thetford Mines is expected to have a stabilizing influence on asbestos production.

Manufacturing.—The serious effect of the American coal strike on steel supplies has become increasingly apparent during the latter half of April. Extensive staff reductions are threatened at the Montreal Locomotive Works if the situation continues, while production at the Dominion Engineering Works is already retarded. Rapidly increasing activity is occurring in consumer goods industries. The new automotive plant now nearing completion at St. Laurent, at capacity production will provide employment for 1,000 persons. An acute shortage of workers still exists in the clothing and footwear industries, expansion of factory facilities nevertheless continues unabated. Strikes in the low-wage textile industry are further hindering production, already hampered by raw material shortages. Many new plants or plant extensions in the furniture industry are in various stages of completion; a market for their products is assured by the heavy "new family" demand now existing. Building material firms are working at full capacity, although labour turnover is high.

Construction.—New building projects are increasing throughout the region and, although a scarcity of skilled tradesmen exists in many areas, the shortage of building supplies is the chief impediment to progress. Wage increase demands in the building trades are causing unsettled labour conditions which will remain until official agreement has been reached. Low-cost housing projects have difficulty in competing against industrial projects for available construction tradesmen.

Transportation.—The Seamen's Union strike dominates the transportation field at this time. No immediate settlement is in view, as both shipowners and employees are deadlocked on the issues involved. The maintenance of skeleton freight and passenger service between Quebec and the head of the Great Lakes is being attempted.

Ontario Region

Agriculture.—The over-all demand for farm labour is strong, and no general slackening is indicated in the near future. The use of German prisoners-of-war is relieving the situation in some areas. Seeding operations in northern sections have been delayed by heavy rains, but in the rest of the province most crops have now been planted. Workers will be required for sugar beet thinning operations

at the end of May and as acreage has been increased this year, labour demand will be correspondingly heavier.

Logging.—Recent rains have been of great benefit to river driving and sawlogs are reaching the booms in large quantities. Sawmill workers are in ample supply except at Braeside, where 50 men are needed. Demand for pulpwood cutters is firm owing to the withdrawal of German prisoners-of-war, and will increase as the weather clears. Operators are willing to employ any available Japanese workers.

Mining.—Base metal mines, now operating at the normal peacetime rate, are planning expansion during the summer. All men previously laid off, have now been recalled. Kirkland Lake mines urgently require 50 experienced miners and 50 beginners. The Wood Hall Mines of the Porcupine district, are producing barite ore for shipment abroad in crude form, and plan eventually to install a processing plant.

Manufacturing.—Seasonal employment opportunities and the attraction of outdoor work is the cause of a movement of labour away from heavy indoor jobs. Foundries in particular are experiencing great difficulty in replacing such workers. Agricultural implement manufacturers and other iron and steel firms require forge machine operators, pattern-makers, moulders and coremakers. The number of unplaced metalworkers has decreased by 10 per cent during the past two weeks. Textile workers are in heavy demand but few suitable applicants are available, the shortage in Toronto and St. Catharines being especially acute. A new textiles plant is commencing production at Stratford. Skilled workmen are needed in the furniture industry, which is expanding rapidly. A new plant has recently been established at Collingwood, manufacturing furniture for European markets.

Construction.—The Residential Construction Survey discloses that an increase of 15 per cent has occurred in the number of houses begun during May as compared with those started in April. The demand for skilled construction tradesmen has grown proportionately, with the supply of bricklayers and carpenters particularly scarce. Over 1,000 skilled construction labourers are required immediately but such workers are almost unobtainable. Building materials in short supply are lumber (joists and studding), gyproc, plumbing and electrical fixtures.

Transportation.—Great Lakes shipping schedules have been disrupted by the Seamen's Union strike and considerable confusion exists. Railways require track main-

tenance men at various points; this demand cannot be met at Sudbury and Sault Ste. Marie, where heavy labour is scarce.

Prairie Region

Agriculture.—Seeding is now almost completed throughout the Prairie region. The supply of farm labour has been satisfactory and requirements during the planting season were adequately filled. In fact, small surpluses of farm help are now appearing in some districts. Such surplus workers are easily diverted into construction, sawmill and railway maintenance work. Planting of sugar beets in Alberta is now over, and "thinning" is commencing; a shortage of labour may develop in this industry as the season advances. The seasonal movement of combines to the United States to aid in harvesting Texas grain has started; these crews will move north as regional crops ripen, reaching Canada in time for fall harvest operations.

Logging.—River drivers are in full swing throughout Northwestern Ontario; labour supply is adequate. Summer cutting operations are now commencing and a brisk demand for pulpwood cutters exists in the Port Arthur, Winnipeg and The Pas districts. In the Blairmore zone, stocks of mining timber supplies have reached a low point, and log and prop cutters and mill hands are urgently needed. Summer logging on a limited scale has commenced in the Edmonton district.

Mining.—Coal mines are in steady production, except in the Edmonton district. Unplaced miners in this area are being referred to Edson and Blairmore mines, but lack of accommodation is an obstacle to transfers. The return of many winter miners to their farms has created replacement difficulties.

Development and exploration work is underway in the Flin Flon and The Pas areas; labour demand is chiefly for experienced men. However, university students on vacation are being hired. The Steep Rock Iron Mines at Atikokan require qualified labourers, euclid drivers and diesel mechanics, and are screening applicants carefully.

Manufacturing.—Chief activity is in building supply firms throughout the region. Employment is expanding in brickyards at Estevan, Medicine Hat and Edmonton, and the new plant now under construction at Winnipeg will create additional jobs upon its completion at the beginning of June. Sash and door factories are still hampered by shortages of materials. The Canadian Car and Foundry Company of Fort William is increasing employment as its bus production program is now progressing smoothly. The

iron and steel industry in Saskatoon requires skilled welders and mechanics but no suitable applicants are available. Meat packing plants throughout the region are now operating at the seasonal low.

Construction.—Activity in the construction industry is expanding in nearly all districts, despite shortages of materials and skilled labour. In the western part of the region the British Columbia lumber strike is affecting labour demand, but elsewhere orders for labour are increasing. Material shortages exist in the Prince Albert, Brandon and Regina districts. Shortages of labour, particularly skilled carpenters and bricklayers, are hampering projects in North Battleford, Saskatoon, Medicine Hat, Regina and Edmonton.

Transportation.—Railways require track maintenance workers at most divisional points, and placements are being effected through local and clearance orders. Air service to the Yellowknife area is expanding.

Pacific Region

Agriculture.—Fine weather has now arrived in the Fraser Valley and farmers are speeding up planting operations as it is feared that the delay may result in a poor crop yield. Casual labour is more readily available for farm work as activity in the lumber industry is now at a standstill because of the current strike. It is estimated that it will be necessary to recruit over 600 prairie workers for Fraser Valley berry farms and about 60 for North Okanagan fruit farms. The fruit industry fears a shortage of packing boxes if the logging strike continues.

Logging.—The strike in the lumber industry which began on May 15, has crippled all logging and sawmill activity. No immediate settlement is indicated as operators and employees are deadlocked on the issues involved—wages, hours, and union security. The far-reaching effects of this strike threaten to disrupt the entire economy of the province.

Mining.—The labour situation in regional coal mines shows no improvement—orders remain numerous for skilled miners, while response is negligible.

Gold mines continue to report a need for experienced miners, but labour unrest throughout the region somewhat hinders placements. The situation is not critical, however, and recruiting through clearance orders in the Whitehorse area is progressing steadily.

The base metals industry is very active, and ambitious plans are reported for enlarged development in the Nelson and Trail districts; orders for suitable labour are increas-

ing. The urgent labour requirements in the Princeton area are difficult to fill as the agreement between the union and management is not yet settled.

Manufacturing.—Production schedules in the metal industry have been upset by the moulders' strike. Some plants may be forced to close if the dispute is not settled shortly. First-class machinists are still required by firms not affected by the strike.

The steel shortage has eased somewhat in the shipbuilding industry, but yards are now feeling the effects of the lumber and foundry strikes. Lumber shortages have caused the lay-off of several shipwrights at Burrard Drydock Company and the curtailing of wooden shipyard operations. Fish processing and packing plants are suffering from a scarcity of labour as the halibut season is now in full swing. Seasonal activity is commencing in

vegetable canning factories and orders for female workers are increasing.

Construction.—The building industry is beginning to feel the effect of the lumber strike and a serious shutdown of projects is expected. Most contractors have cancelled orders for construction workers, and many are now releasing those with the least skill. The majority of smaller contractors have sufficient materials for only one week. Highway construction projects are increasing throughout the province and are steadily absorbing labour.

Transportation.—In the marine transportation field, vacancies for deck hands, wipers and firemen are difficult to fill as most ex-naval personnel are not interested in sea-going jobs. Railways require section men at Penticton, Kamloops and Nanaimo.

Applications for Employment; Vacancies and Placements; April, 1946

THE volume of business transacted by the National Employment Service Offices of the Unemployment Insurance Commission during the five-week period March 29 to May 2, 1946, showed an increase of 23.1 per cent in business transacted when compared with the preceding four weeks March 1 to March 28, 1946, and a loss of 47.6 per cent in comparison with the five-week period March 30 to May 3, 1945, this computation being based on the average number of placements recorded daily. With the exception of forestry and logging and no change in fishing and hunting all industrial divisions showed gains in the daily average of placements effected in comparison with the previous four weeks, the most pronounced being in construction, manufacturing, services and public utilities operation. When comparison is made with the five weeks ending May 3 last year, all industrial groups except agriculture and construction showed declines the most pronounced being a substantial loss in manufacturing and moderate decreases in services, public utilities operation, trade and forestry and logging.

The accompanying chart shows the trend of employment since January, 1943, as represented by the ratios of vacancies notified and of placements effected for each 100 applications for work registered at Employment Service Offices throughout Canada. It will be seen from the graph that the trends of the curves of vacancies and placements in relation to applications took upward courses. The ratio of vacancies to each 100 applications was 114.6 during the five weeks ending May 2, in contrast with 85.5 during the previous four-week period and 127.9 in the five weeks

March 30 to May 3, 1945. The ratio of placements to each 100 applications during the period under review was 49.5 compared with 37.6 in the preceding period and 71.0 during the five weeks ending May 3 a year ago.

The average number of vacancies reported daily by employers to the offices of the Commission throughout Canada during the five weeks March 29 to May 2, 1946 was 6,786, compared with 5,398 during the preceding four weeks and 10,059 in the five weeks ending May 3, 1945. The average number of applications for employment received daily by the offices during the five weeks ending May 2, was 5,921 in comparison with 6,312 during the previous period and 7,863 during the corresponding five weeks a year ago. The average number of placements made daily by the offices during the period under review was 2,929 of which 2,697 were in regular employment and 232 in work of one week's duration or less, as compared with a total daily average of 2,379 during the previous four weeks. Placements during the five weeks March 30 to May 3 a year ago, averaged 5,586 daily consisting of 5,414 in regular and 172 in casual employment.

During the period March 29 to May 2, 1946 the offices of the Commission referred 133,297 persons to employment and effected a total of 82,008 placements; of these the placements in regular employment were 75,512 of which 59,228 were of males and 16,284 of females, while placements in casual work totalled 6,496. The number of vacancies reported by employers was 136,882 for males and 53,118 for females, a total of 190,000 while applications for work numbered 165,791 of which 124,212

were from males and 41,579 from females. Reports for the four weeks March 1 to March 28, 1946 showed 129,539 positions available, 151,501 applications made and 57,078 placements effected, while from March 30 to May 3, 1945, there were recorded 291,722 vacancies, 228,035 applications made and 161,993 placements in regular and casual employment.

The following table gives the placements effected by employment offices each year, from January 1936.

Year	PLACEMENTS		
	Regular	Casual	Totals
1936.....	217,931	113,519	331,450
1937.....	275,300	114,236	389,536
1938.....	256,134	126,161	382,295
1939.....	242,982	141,920	384,882
1940.....	320,090	155,016	475,106
1941.....	316,168	191,595	507,763
1942.....	809,983	85,638	895,621
1943.....	1,890,408	53,618	1,944,026
1944.....	1,693,119	46,798	1,739,917
1945.....	1,445,692	47,889	1,493,581
1946 (18 weeks).....	233,083	21,882	254,965

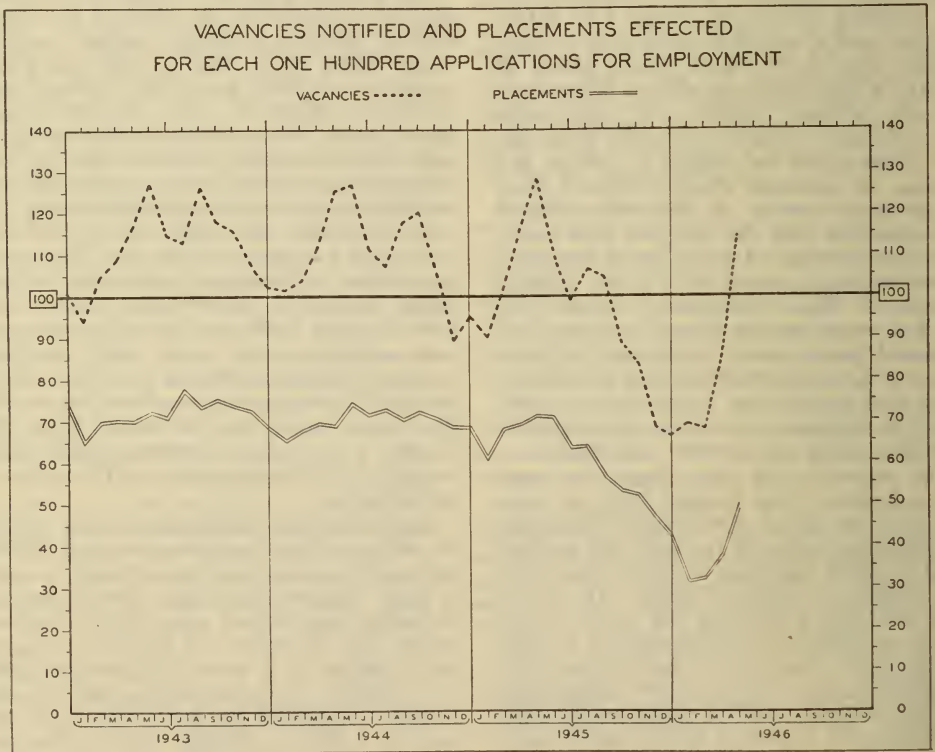
Nova Scotia and Prince Edward Island

Employment opportunities as indicated by orders received at National Employment Service Offices in Nova Scotia and Prince Edward Island during the five weeks ending

May 2, 1946, showed a daily average of 248 compared with 178 in the preceding period and 352 during the five weeks March 30 to May 3, 1945. Placements recorded a daily average of 122, in contrast with 92 in the previous period and 226 during the corresponding five weeks a year ago. The reduction in placements from the period ending May 3 last year, was greatest in manufacturing with decreases of more moderate proportions in public utilities operation, services, trade and mining. Placements by industrial divisions numbered: services, 1,022; manufacturing 907; trade 540; construction 533 and public utilities operations 213. Regular placements totalled 2,385 of men and 839 of women.

New Brunswick

Orders received at Employment Offices in New Brunswick during the period under review, called for an average of 174 workers daily compared with 120 in the four weeks terminating March 28, 1946, and 323 during the period March 30 to May 3 a year ago. There was a daily average of 74 placements in comparison with 67 in the preceding period and 167 during the five weeks terminating May 3 last year. A fairly large decline in manufacturing together with moderate losses



REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS
MARCH 29 TO MAY 2, 1946

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Prince Edward Island	790	518	825	505	372	5	2,714
Charlottetown.....	437	315	522	314	199	.....	1,848
Summerside.....	353	203	303	191	173	5	866
Nova Scotia	6,153	3,790	7,611	4,661	2,852	196	16,007
Amherst.....	278	132	367	253	143	.....	1,162
Bridgewater.....	49	49	170	67	19	3	490
Dartmouth.....	354	312	286	244	131	5	206
Digby.....	83	117	181	21	17	.....	740
Glace Bay.....	110	71	415	127	122	3	1,142
Halifax.....	2,679	1,840	1,997	1,662	773	19	2,162
Inverness.....	24	6	131	20	20	.....	352
Kentville.....	318	275	418	143	68	11	795
Liverpool.....	121	84	126	73	41	.....	597
New Glasgow.....	720	85	1,081	753	559	77	2,370
New Waterford.....	34	175	151	41	41	.....	320
North Sydney.....	62	55	190	121	129	1	363
Pictou.....	72	7	146	79	60	.....	473
Springhill.....	9	5	118	10	8	.....	305
Sydney.....	798	329	913	663	391	76	2,428
Sydney Mines.....	54	5	199	54	52	.....	617
Truro.....	282	134	415	244	185	1	541
Yarmouth-Sheburne.....	106	109	307	86	93	.....	944
New Brunswick	4,859	2,993	6,636	3,194	1,869	214	12,008
Bathurst.....	141	136	497	16	9	3	1,567
Campbellton.....	327	212	552	154	38	69	1,181
Edmundston.....	174	73	338	116	110	.....	663
Fredericton.....	270	180	385	186	102	.....	393
Minto.....	257	52	232	148	149	.....	204
Moncton.....	1,920	1,205	1,855	1,265	639	105	3,564
Newcastle.....	186	131	438	103	52	14	1,195
Saint John.....	1,274	734	1,682	989	590	23	2,286
St. Stephen.....	128	183	169	89	61	.....	240
Sussex.....	55	28	184	44	35	.....	247
Woodstock.....	127	59	304	84	84	.....	468
Quebec	41,237	34,558	36,140	27,135	12,352	178	77,760
Acton Vale.....	82	117	82	76	58	.....	122
Asbestos.....	209	179	92	71	45	.....	128
Baie St. Paul.....	179	146	98	96	83	1	153
Beauharnois.....	170	94	120	116	89	.....	392
Buckingham.....	337	149	324	258	201	.....	496
Causapsal.....	26	275	121	6	4	.....	492
Chandler.....	13	21	390	.....	.....	.....	936
Chicoutimi.....	1,947	1,155	757	129	70	.....	1,329
Coaticook.....	119	107	60	54	51	.....	170
Cowansville.....	40	34	32	3	3	.....	42
Dolbeau.....	26	22	202	5	5	.....	186
Drummondville.....	1,088	412	829	789	624	.....	1,088
East Angus.....	154	75	112	61	37	15	149
Farnham.....	165	154	70	52	26	.....	82
Granby.....	254	271	337	183	131	.....	281
Hull.....	708	486	617	264	160	.....	1,375
Joliette.....	752	476	555	330	172	.....	1,363
Jonquiere.....	77	24	440	65	53	.....	1,283
Lachute.....	275	138	255	228	146	.....	276
La Malbaie.....	167	55	177	111	76	35	228
La Tuque.....	1,220	529	144	49	35	.....	274
Levis.....	128	93	484	71	48	.....	2,840
Louiseville.....	168	75	204	87	88	.....	334
Magog.....	154	62	117	99	64	.....	138
Matane.....	1,157	1,229	243	161	132	.....	232
Megantic.....	95	50	131	57	61	.....	148
Mont Laurier.....	462	198	187	155	154	.....	73
Montmagny.....	74	46	214	98	96	.....	408
Montmorency.....	118	5	161	110	110	.....	533
Montreal.....	16,160	19,755	13,646	13,010	2,901	57	35,658
Plessisville.....	105	105	61	51	27	.....	138
Port Alfred.....	542	148	262	172	172	.....	191
Quebec.....	2,506	1,533	4,073	2,054	839	1	11,549
Richmond.....	69	60	97	75	53	1	67
Rimouski.....	689	820	661	549	520	.....	737
Riviere du Loup.....	489	475	220	10	9	.....	951
Roberval.....	709	690	139	113	20	.....	91
Rouyn.....	611	383	717	1,324	256	.....	411
Ste. Agathe.....	355	252	201	200	178	.....	64
Ste. Anne de Bellevue.....	97	36	313	55	42	.....	215
Ste. Therese.....	437	260	342	328	279	15	545
St. Georges de Beauce.....	12	24	67	9	8	.....	281

REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS
MARCH 29 TO MAY 2, 1946—Continued

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Quebec—Concluded							
St. Hyacinthe.....	530	436	243	200	98		564
St. Jean.....	826	389	1,126	761	551		293
St. Jerome.....	346	230	394	254	204		373
St. Joseph d'Alma.....	129	14	233	117	121		319
Shawinigan Falls.....	108	17	464	95	83		1,519
Sherbrooke.....	1,061	495	987	854	579	49	545
Sorel.....	1,073	177	522	913	913		1,860
Thetford Mines.....	286	83	439	348	226	3	757
Three Rivers.....	1,172	240	1,877	681	545	1	3,547
Val d'Or.....	1,450	714	472	314	242		150
Valleyfield.....	615	284	719	579	453		1,173
Victoriaville.....	496	261	310	285	211		261
Ontario	84,330	48,334	61,702	58,076	35,644	1,769	69,375
Arnprior.....	180	28	222	211	210		77
Barrie.....	636	400	269	253	143		229
Belleville.....	427	175	517	571	306		853
Bracebridge.....	199	101	199	150	148		169
Brampton.....	341	259	207	135	92		310
Bramford.....	1,569	663	910	763	567	26	666
Brockville.....	1,032	101	642	1,013	934		153
Carleton Place.....	68	21	75	56	56		96
Chatham.....	688	454	338	514	280	5	755
Cobourg.....	132	41	168	130	113		72
Collingwood.....	61	49	147	51	52		726
Cornwall.....	1,107	171	1,391	984	858	53	1,069
Dunnville.....	150	118	101	104	67		106
Fergus.....	94	60	75	80	61		13
Fort Erie.....	394	66	295	539	334		412
Fort Frances.....	343	259	273	238	152		262
Fort William.....	2,245	387	2,090	1,925	1,701	6	2,353
Galt.....	777	749	211	227	115		138
Gananoque.....	141	37	95	128	119	6	53
Goderich.....	190	156	147	126	89	11	139
Guelph.....	1,112	531	688	747	494		236
Hamilton.....	4,611	2,929	4,043	4,633	1,641	202	6,216
Hawkesbury.....	195	143	227	339	221	2	491
Ingersoll.....	170	100	150	161	143	1	18
Kapuskasing.....	933	1,111	39	17	110		39
Kenora.....	827	764	206	51	62		341
Kingston.....	1,150	364	1,139	1,131	658		780
Kirkland Lake.....	720	327	1,006	701	328	39	622
Kitchener Waterloo.....	2,513	1,776	595	772	492	6	163
Leamington.....	221	128	137	172	77		159
Lindsay.....	101	50	80	115	77	5	594
Listowel.....	156	142	132	153	94		110
London.....	4,051	2,391	2,270	2,449	1,203	286	1,100
Midland.....	239	119	266	182	151		482
Napanee.....	115	76	108	99	84		167
Newmarket.....	160	145	93	98	52		145
New Toronto.....	1,424	983	1,035	657	489		708
Niagara Falls.....	850	358	479	608	285	35	687
North Bay.....	691	283	484	350	301	48	457
Orangeville.....	41	63	43	17	20		115
Orillia.....	495	211	485	382	304	9	639
Oshawa.....	1,074	568	1,403	971	467	4	5,091
Ottawa.....	3,265	2,107	3,570	2,946	1,278		3,983
Owen Sound.....	435	215	430	467	344	3	174
Paris.....	47	90	20	21	16		18
Parry Sound.....	193	46	202	172	116		626
Pembroke.....	397	128	408	203	163		619
Perth.....	300	183	448	313	228	9	139
Peterborough.....	956	486	814	957	601		924
Pictou.....	43	24	132	85	28		135
Port Arthur.....	3,457	2,723	1,711	1,351	1,120		1,973
Port Colborne.....	205	222	221	153	63	2	488
Port Hope.....	156	82	102	107	62		71
Prescott.....	93	34	144	89	82		220
Renfrew.....	268	66	239	266	207		244
St. Catharines.....	1,853	542	1,262	1,306	910		2,029
St. Thomas.....	711	340	807	728	441	27	348
Sarnia.....	499	250	646	386	242		539
Sault Ste. Marie.....	565	827	429	279	440		568
Simcoe.....	461	334	279	335	173	11	322
Smiths Falls.....	266	65	139	75	34		131
Stratford.....	551	315	639	591	292	87	469
Sturgeon Falls.....	182	41	286	164	145		241
Sudbury.....	2,069	693	1,646	1,562	963	51	2,076
Tillsonburg.....	85	55	27	56	21		65
Timmins.....	1,263	998	1,594	1,313	1,106	51	1,045
Toronto.....	25,095	16,025	14,737	14,664	8,747	589	13,673

REPORT OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS
MARCH 29 TO MAY 2, 1946—Concluded

Office	Vacancies		Applicants				
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placed		Unplaced end of period
					Regular	Casual	
Ontario—Concluded							
Toronto Junction.....	2,243	1,164	1,104	1,186	803	20	1,007
Trenton.....	418	216	235	273	154		353
Walkerton.....	211	164	109	48	53		264
Wallaceburg.....	201	53	237	85	48		185
Welland.....	897	244	777	898	560		1,372
Weston.....	812	339	676	617	422		728
Windsor.....	3,270	1,129	4,025	3,180	1,557	170	6,199
Woodstock.....	235	272	128	202	75		119
Manitoba	10,002	4,532	11,281	8,689	4,069	1,302	16,783
Brandon.....	612	372	578	421	268		1,185
Dauphin.....	130	86	343	78	45		631
Flin Flon.....	217	65	218	209	149	23	37
Portage la Prairie.....	176	101	306	200	102	9	757
Selkirk.....	104	50	133	101	60		211
The Pas.....	71	61	140	51	31		131
Winnipeg.....	8,692	3,797	9,563	7,629	3,414	1,270	13,831
Saskatchewan	7,491	3,813	8,266	6,448	3,243	716	8,124
Estevan.....	186	92	169	150	144		120
Moose Jaw.....	934	460	831	937	540	30	944
North Battleford.....	144	141	206	39	27		603
Prince Albert.....	486	303	952	448	193	22	1,072
Regina.....	3,032	1,154	3,236	2,764	1,336	480	2,098
Saskatoon.....	2,031	1,263	2,047	1,715	749	162	1,989
Swift Current.....	149	71	151	98	98		310
Yorkton.....	301	206	584	226	115	16	779
Alberta	11,691	5,429	10,442	8,834	5,021	1,004	10,425
Black Diamond.....	56	12	76	44	34		112
Blairmore.....	324	200	86	56	82		55
Calgary.....	3,588	1,407	3,809	3,180	1,717	374	3,904
Drumheller.....	136	223	139	86	58		152
Edmonton.....	5,609	2,406	5,206	4,305	2,157	593	5,034
Edson.....	456	316	79	55	158		63
Lethbridge.....	564	326	363	456	298	34	561
Medicine Hat.....	571	281	485	487	366	3	207
Red Deer.....	387	258	199	165	154		287
British Columbia	23,447	10,026	22,888	15,755	10,087	1,112	29,581
Chilliwack.....	688	172	621	564	595	4	283
Courtenay.....	262	254	147	69	104		188
Cranbrook.....	128	140	101	75	45		147
Dawson Creek.....	205	82	154	128	146		88
Duncan.....	603	306	277	258	483		123
Fernie.....	71	84	21	9	7		57
Kamloops.....	480	240	437	140	202		150
Kelowna.....	194	63	188	215	146		373
Nanaimo.....	538	287	275	201	222	7	255
Nelson.....	194	169	199	89	88		650
New Westminster.....	1,512	500	1,901	1,140	729	125	2,397
North Vancouver.....	265	56	543	215	170		1,425
Penticton.....	354	118	269	360	245	1	397
Port Alberni.....	1,076	428	248	218	340		98
Prince George.....	729	164	597	625	542	16	200
Prince Rupert.....	346	272	267	178	107		467
Princeton.....	207	74	141	141	144	8	41
Trail.....	336	113	333	313	242		537
Vancouver.....	11,755	4,649	13,126	8,359	3,610	768	18,284
Vernon.....	473	204	550	418	372		715
Victoria.....	2,751	1,232	2,375	1,925	1,355	181	2,638
Whitehorse.....	280	419	118	115	193	2	68
Canada	190,000	113,993	165,791	133,297	75,512	6,496	242,780
Males.....	136,882	70,401	124,212	96,686	59,223	2,386	197,199
Females.....	53,118	43,592	41,579	36,611	16,284	4,110	45,581

in public utilities operation, services, trade and construction accounted for the decrease in placements from the corresponding five weeks of 1945. Placements by industries included: services 600; manufacturing 475; construction 332; trade 254; public utilities operation 177, and forestry and logging 126. Placements in regular employment numbered 1,450 of men and 419 of women.

Quebec

Positions offered through Employment Offices in the province of Quebec during the five weeks ending May 2, averaged 1,473 daily compared with 1,156 in the previous period and 3,510 during the corresponding five weeks of last year. The average number of placements effected daily was 447 during the period under review, in comparison with 356 in the preceding four weeks and 1,730 during the period March 30 to May 3, 1945. Except for a minor gain in fishing and hunting, all industrial divisions showed decreases when compared with the five weeks ending May 3 a year ago. The most marked reduction was reported in manufacturing followed by substantial losses in forestry and logging, and services, and declines somewhat smaller in volume in trade, public utilities operation and construction. In addition, moderate decreases were noted in finance and insurance, and mining. Industrial groups in which most of the placements were effected were: manufacturing 5,152; construction 2,594; services 1,903; trade 909; forestry and logging 743; mining 567 and public utilities operation 476. There were 9,956 men and 2,396 women placed in regular employment.

Ontario

The demand for workers on a daily average as indicated by orders listed at Employment Offices in Ontario during the period terminating May 2, was 3,012 in contrast with 2,461 in the preceding four weeks and 3,982 during the period terminating May 3, 1945. Placements registered a daily average of 1,336 during the five weeks under review, in comparison with 1,070 in the previous period and 2,254 during the corresponding five weeks a year ago. The heavy reduction in placements from the period terminating May 3 last year, was chiefly attributable to a pronounced decline in manufacturing augmented by substantial decreases in services, public utilities operation and trade. A fairly large decline occurred in finance and insurance and moderate losses in mining, and forestry and logging but these contractions were somewhat modified by an appreciable gain in construction and a small increase in agriculture. Industries in which

employment was secured for more than 500 workers included: manufacturing 13,816; services 7,469; construction 5,840; trade 3,534; public utilities operation 3,509; forestry and logging 1,420; mining 752 and agriculture 651. Regular placements numbered 28,489 of men and 7,155 of women.

Manitoba

There was an increase in the average number of positions available daily at Employment Offices in Manitoba during the five weeks ending May 2, 1946, when compared with the period ending March 28, but a decrease in comparison with the corresponding five weeks of last year; the daily average being 357 during the period under review, 272 in the previous four weeks and 464 during the period ending May 3, 1945. Placements showed a daily average of 192, in contrast with 166 during the preceding four weeks and 280 in the period ending May 3 a year ago. Placements were fewer than those during the five weeks March 30 to May 3 last year, the largest reduction being in manufacturing followed by decreases more moderate in volume in public utilities operation, trade and services. Of the changes in all other groups, the gains exceeded the losses. Placements by industries included: services 1,834; manufacturing 1,127; trade 898; construction 556; public utilities operation 454 and agriculture 242. There were 2,748 men and 1,321 women placed in regular employment.

Saskatchewan

Opportunities for employment at Employment Offices in Saskatchewan during the period under review, numbered 268 daily in comparison with 212 in the previous four weeks and 279 during the period terminating May 3 last year. There was a daily average of 141 placements compared with 91 in the preceding four weeks and 165 during the period March 30 to May 3, 1945. The decrease in placements from the five weeks terminating May 3 a year ago, was small for the province as a whole under this comparison. The most significant changes were moderate losses in manufacturing, trade, services and public utilities operation and an increase in construction. Placements by industrial divisions numbered: services 1,429; construction 661; trade 630; agriculture 475; manufacturing 367 and public utilities operation 331. Regular placements totalled 2,434 of men and 809 of women.

Alberta

Orders listed at Employment Offices in Alberta during the five weeks ending May 2,

1946, called for a daily average of 418 workers, compared with 303 in the previous period and 460 during the corresponding five weeks last year. The average number of placements recorded daily was 215, in comparison with 161 during the preceding period and 294 in the five weeks ending May 3 a year ago. Reduced placements in trade, manufacturing, public utilities operation, services and mining accounted for the decline from the period March 30 to May 3, 1945, although these were partly offset by moderate gains in construction and agriculture. Industrial groups in which the majority of placements were effected were: services 1,961; construction 1,143; trade 744; agriculture 706; manufacturing 637; public utilities operation 388 and mining 333. Placements in regular employment numbered 3,822 of men and 1,202 of women.

British Columbia

During the period terminating May 2, 1946, the daily average of positions offered through

Employment Offices in the province of British Columbia was 837, in comparison with 695 during the period ending March 28, and 1,048 in the five weeks March 30 to May 3, 1945. The average number of placements effected daily was 400, in contrast with 374 in the preceding period and 669 during the corresponding five weeks a year ago. Substantial declines in manufacturing, services, public utilities operation, and forestry and logging were largely responsible for the decrease in placements from the period ending May 3 last year, although a fairly large reduction took place in trade. A moderate loss was recorded in finance and insurance but this was offset by a gain in mining. Industrial divisions in which most of the placements were effected were: services 2,759; manufacturing 2,586; construction 1,602; forestry and logging 1,331; trade 1,316; public utilities operation 835; mining 506 and agriculture 127. There were 7,944 men and 2,143 women placed in regular employment.

Labour Law

Labour Legislation in Alberta, Manitoba and Ontario in 1946

NO new labour statutes were enacted in these three Provinces during the recent legislative sessions. An amendment in Manitoba authorized the extension of the scope of the Fair Wage Act and amendments in

existing statutes in Ontario provided for fixing overtime and part-time minimum rates of wages and regulating "split-shifts".

Other legislation of special interest related to mothers' allowances and to pensions.

Alberta

Between February 14 and March 27, laws were amended in Alberta relating to old age pensions, mothers' allowances and credit unions. A new health insurance measure and an Act Respecting the Rights of Alberta Citizens were enacted.

Mothers' Allowances

A new section in the Mothers' Allowance Act provides that an allowance is payable to a mother, otherwise eligible under the Act, in respect to any child between 16 and 18 who continues to attend school and make satisfactory progress. Previously, an allowance might be paid only to the end of the school year during which a child became 16.

Old Age Pensions

An amendment in the Old Age Pensions Act, Alberta, validates an agreement of April 1, 1944, between the Provincial Government and the Government of Canada which permitted an increase of \$60 per year in a pensioner's income without affecting the amount of his pension.

The Old Age Pensions (Supplementary Allowances) Act was amended to permit the pension authority of Alberta to pay up to \$5 per month to pensioners who have moved to another Province which pays a supplementary allowance to its pensioners in Alberta. Previously, payment "equal to that paid by such other province but not exceeding the sum of five dollars per month" was authorized. The Act validates the Order in Council of July 6, 1945, to the same effect.

Credit Unions

A new subsection in the Credit Union Act permits a credit union or federation of credit unions to accept deposits from or make loans

to any co-operative association. Previously, the Act prohibited such transactions except with members of the credit union.

Co-operative Associations

The Co-operative Associations Act consolidates three Acts. It contains provisions concerning co-operative associations generally and special provisions relating to marketing associations, sets out additional objects for which associations may be incorporated, and confers ancillary powers, including the power to do business with credit unions. New clauses stipulate that an association may not carry on business until it has satisfied the Supervisor that it has sufficient capital; that an association may not make loans to members unless empowered to do so by three-fourths of the members at a general meeting; and that no member may hold more than ten per cent of the outstanding shares. Other new sections deal with the withdrawal of members and the winding-up of associations.

Mechanics' Liens

The section of the Mechanics' Lien Act dealing with the sale of mortgaged premises which are subject to a mechanics' lien was amended to strike out the provision that neither the lien-holder nor the mortgagee had the right to bid at the sale of the lands in question. The amendment permits such bid, provided it is equal in amount to the value of the premises as fixed by the Court before the sale, and that, if the bids of lien-holder and mortgagee are equal, preference is given to the one having the larger claim.

Health Insurance

A new Act replacing the Alberta Health Insurance Act, 1935, to come into force on

Proclamation, authorizes the appointment of a Director of Health Insurance, who, with the approval of the Minister of Health, may establish health insurance districts which will furnish to residents, in whole or in part, hospitalization, medical, dental, nursing, pharmaceutical and other health services. Those eligible for benefits are adults, resident in the health insurance district, who have paid the prescribed annual fee and who have resided in the Province 12 months out of the preceding 24; (2) their dependents, if not adult; and (3) persons, such as indigents, on whose behalf the fee has been paid and for whom the municipality is responsible. To prevent duplication, exception is made in the case of persons receiving medical and other services under the Tuberculosis Act and the Workmen's Compensation Act.

With the approval of the Lieutenant-Governor in Council, the Minister may: appoint an advisory committee; make agreements with municipalities; fix an annual fee not exceeding \$10 for adults, and the age at which residents become liable for the fee; enter into agreements with physicians and hospitals; make agreements with the Dominion Government as to the application of any grants made to the Province for health services; appoint referees to settle disputes; and generally provide for the administration of the Act.

Upon the setting up of a district, the Director must prepare a scheme, showing services to be given, estimated costs, etc., and submit it to a vote of the qualified residents of the district. Sixty per cent of those voting will ratify a scheme. Procedure is set forth for a similar vote to be taken when an expansion of services is contemplated or an addition to the area of a district proposed. If a scheme is rejected by the voters, after three months any area may be detached or added and a second vote taken. Provision is also made for the dis-establishment of a district.

When a district ratifies a scheme, a census is to be taken and a register prepared by the municipality of all persons entitled to benefits. Payment is to be made by each municipality to the Minister of an annual sum obtained by multiplying the number of adults on the register by the amount of the annual fee fixed. After the first year payment is to be made quarterly, and amounts remaining unpaid after they fall due become debts to the Minister recoverable by action. If paid when due, the municipality is to retain three per cent for expenses. The annual fee of any adult entitled to the benefits of the Act may, in the case of any person on the assessment roll, be added to the amount of his taxes, and

in all cases may be recoverable by action as a debt due to the municipality.

The Act was stated to be designed to take advantage of the social service grants proposed by the Dominion Government at the Dominion-Provincial Conference.

Bill of Rights

The Alberta Bill of Rights Act was passed, but will not be declared in effect until its validity has been upheld by the Supreme Court of Alberta and no appeal has been made.

Rights of citizenship under the Act include: for every citizen between 19 and 60 the opportunity to engage in gainful employment or, if gainful employment is not available, a social security pension of not less than \$600 a year on the basis of the 1945 price level; for every citizen under 19 (1) the necessities of life adequate for health and physical well-being, (2) free public and high school education and the opportunity to acquire further specialized training, if aptitude and ability are shown, and (3) free medical, hospital, surgical and dental care; for every citizen on retirement at the age of 60 a pension of such amount as may be authorized by the Legislature but not less than the current social security pension, as well as medical benefits; and for the disabled a social security pension and medical benefits.

Part II of the Act furnishes the machinery for providing the benefits. Payment of social security pensions is contemplated through the issue of credit certificates based on the Province's economic resources. The extent of these resources is to be estimated by a Board of Credit Commissioners, of not more than five persons. The Board is to maintain a balance between the aggregate purchasing power of the people of the Province and the estimated collective prices of goods for sale.

Licensing of Guides

The revised Game Act incorporates provisions formerly in the regulations. As heretofore, a person acting as guide to another in hunting game must obtain a licence. An application for a licence must be accompanied by an affidavit of residence, a recommendation from an R.C.M.P. constable or game officer, and a completed guide's examination paper, on which 75 per cent is the minimum mark required for a Class A licence, and 45 per cent for a Class B licence. B guides may act only as assistants to A guides. A Class C licence, for which no examination is necessary, is for a guide in hunting game birds only, but he may not act for more than five persons on a trip.

Miscellaneous

A section of the Municipal District Act stipulates that, where the council of a municipal district assists a non-resident, it may recover the amount of the expenditure from the municipality of which the indigent is a resident or from the Minister of Municipal Affairs. This is amended to provide that where the indigent was a resident of an improvement district the Minister of Public Welfare is to be responsible for repayment.

The Amusements Act now provides that the Lieutenant-Governor in Council may appoint an advisory board of not more than three members to advise the Minister concerning regulations relating to motion-picture operators.

An amendment in the Public Health Act enables the Provincial Board, with the approval of the Lieutenant-Governor in Council, to regulate (1) the fees to be imposed by the governing body of a hospital for the enrolment of student nurses, and (2) the working conditions of student nurses and of all persons employed in the hospital and the living conditions of student nurses and employees living in the hospital buildings.

Resolutions

The Agriculture Committee of the Legislature was directed to consider requests of labour organizations for amendments to the Industrial Conciliation and Arbitration Act, the Hours of Work Act, the Male Minimum Wage Act, the Female Minimum Wage Act, and the Labour Welfare Act. After hearings, the Committee, which consisted of the whole House, brought forward a recommendation, which was adopted by the Legislature by a vote of 39 to 13, on March 22, that no legislative action on labour should be taken during the session but that the Government should consider implementing any recommendations made before the committee when it deems it advisable to do so.

Manitoba

During the session from February 19 to April 13 the Manitoba Legislature amended the Fair Wage Act and enacted new statutes respecting housing and credit unions.

Fair Wages

The Fair Wage Act, 1916, was amended to give the Lieutenant-Governor in Council power to bring any business, trade or undertaking except agriculture under the operation of Part II of the Act, under which minimum wages and maximum hours of labour may be

On February 26 a resolution carried unanimously requested the Dominion Government to provide for old age pensions of \$50 a month at 65 years of age on a non-contributory basis and without a means test, without adding to the tax or debt burdens of the nation, and to reduce the age-limit for pensions to 60 as soon as possible.

A resolution of March 26 urged the Dominion Government to legislate concerning pensions for the blind so that: a uniform pension, adequate for the cost of living will be provided for all blind persons over 21; that permissible earnings or income limits will be raised to \$660 for single and \$1,200 for married blind pensioners; that all blind persons possessing visual acuity of $\frac{1}{60}$ Snellen's Chart, or less, will be granted a special assistance allowance of \$10 a month; that residence qualifications will be reduced to five years for persons who entered Canada with good vision and lost their sight through illness or non-compensatable accident.

A motion of March 4 urging that the Dominion Government inaugurate a substantially subsidized national home-building program, which would enable wage-earners either to buy a home by making nominal initial and low monthly payments or to rent at a low rental was carried unanimously.

A Government resolution of March 8 requested the Dominion to initiate a nationally-financed Dominion-wide five-year rehabilitation program, and in order to ensure participation of Provincial Governments, to make available to each Province not less than a per capita amount of \$20 a year for five years, such program to be financed either by expanding the national credit through the Bank of Canada or by floating an annual National Reconstruction Victory Loan.

A motion of March 19 for a special committee to hear representations concerning the Workmen's Compensation (Accident Fund) Act was lost, the Government's policy being to review the Act every five years. The last review was made in 1943.

fixed by Order in Council for all employed in a particular trade or industry if the conditions have been agreed upon by a sufficient number of employers and employees in the trade or industry. Previously, only ten businesses and trades came within the scope of Part II. Part I applies to public and private works of construction.

Credit Unions

Part VIII of the Companies Act which related to credit union societies was repealed,

and its provisions re-enacted, with some additions, in a new statute, which came into force May 15, 1946.

The Act establishes incorporation procedure, sets out the duties and powers of directors, officers and committees, lays down rules for their election or appointment, and provides, generally, for administration, disposal of earnings, deposits and loans. New sections provide for the appointment by the Minister of Agriculture and Immigration of a supervisor of credit unions to inspect annually, and examine the business of, each society, audit its books and report on its financial position to the Minister, confer with and advise directors and officers, and generally promote the welfare of credit union societies.

Housing

The Housing Act, 1946, enables the cities of Winnipeg and St. Boniface and, subject to the consent of the Municipal and Public Utility Board, any other municipality to take advantage of the National Housing Act, 1938 (Canada) and the National Housing Act, 1944 (Canada). The Act permits the Government to make agreements with local housing authorities or municipalities, as defined in the Acts or regulations, and to make payments required by such agreements. An amendment to the Winnipeg Charter makes valid an agreement of June 20, 1945, between the city of Winnipeg and the Government of Canada with respect to housing.

Veterans

An amendment in the Municipal Act makes provision for determining the residence of a veteran in connection with the section of the Act under which a municipal corporation is liable for aid or relief by reason of a person being a resident of the municipality. It is stipulated that a veteran of the Second Great War must retain the residence he had at enlistment until one year after discharge, and thereafter must be considered as having residence at the place where he lived the longest period, without relief, during the year after discharge, excluding periods of attendance at a vocational training school or other educational institution under the Dominion Government's rehabilitation plan.

Winnipeg Charter

A change in the section of the Winnipeg Charter relating to advanced polls, to come into effect January 1, 1947, provides that polls in municipal elections are to be open from 1 to 5 p.m. and from 7.30 to 9.30 p.m. on the

second day before election day and during the last three days in the preceding week.

Statutory Regulations

The Regulations Act, 1945, was amended, retrospective to July 15, 1945, to permit the Lieutenant-Governor in Council to dispense with the publication of regulations which have been available in printed form and are of such length as to make their publication undesirable. When the time for publication is extended or publication dispensed with, a notice to that effect must be published within one month in the *Manitoba Gazette*. Where an amendment is made to a regulation before it is filed, the regulation as amended may be filed.

Bills not Passed

A private member's Bill to amend the Shops Regulation Act, withdrawn after first reading, would have provided for early closing of service stations.

Two other private members' Bills which failed to pass would have provided for a two-weeks annual holiday with pay for employees, and prohibited discrimination, on the ground of racial origin or religious belief, against any class of person in the matter of employment, except in personal or domestic service or by a religious, charitable or educational institution operated or maintained by a denominational organization.

Resolutions

A motion approved by the Legislature on February 26 recommended that the Minimum Wage Board, at the request of the Minister of Labour, should institute inquiries into wages, hours of labour and other working conditions of employees in retail stores and clothing factories, with the object of improving these conditions.

Another resolution agreed to on March 7 urged that when the result of the Dominion-Provincial Conference was known the Government give consideration to amending Mothers' Allowances legislation with respect to (a) amount of benefit paid; (b) including mothers with one child of eligible age; (c) raising the eligible age to 16 and, in cases where the child is attending school, to 18 years of age.

The Legislature on April 4 unanimously approved a resolution that the Dominion Government put into effect as soon as possible its proposals with respect to treatment, care and pensions for the blind and preventive measures for diseases causing blindness; that pensions for blind persons be made available at 21 years of age; that for persons who have entered Canada with good

vision and lost their sight through illness or non-compensatable accident, the residence qualifications be reduced to five years.

A resolution of April 4 requested the Government to abolish the means test for old age pensioners 70 years of age or over, and, in the meantime, to permit liens to be filed in cases where the Old Age and Blind Persons' Pension Board consider interests of the pensioner might be protected by the lien.

Two resolutions related to housing were approved. A Government resolution passed on March 25 provided for a special committee to study and report on the methods which might be developed locally to deal with the emergency housing problem. Another resolution, carried on March 12, urged the Dominion Government to undertake immediately a five-

year housing plan for the construction of 15,000 rent-subsidized, well-built housing units in the urban centres.

A resolution, defeated on March 21 by a vote of 37 to 13, advocated that the Dominion should enact legislation during the coming session, or press for agreement this year with the provinces for the passing of uniform legislation, limiting the hours of employment for all employees in Canada to 40 hours in any one week, with no reduction in weekly earnings.

Another resolution recommending that a sub-department of labour statistics and research be set up by the Minister of Labour to collect and tabulate information as to labour relations and working conditions was also defeated on March 21.

Ontario

The Ontario Legislature, in session from March 4 to April 5, amended statutes relating to minimum wages, workmen's compensation, apprenticeship, hours of work, labour relations, municipal and other pension schemes, and mothers' allowances.

Workmen's Compensation

After July, 1, 1946, the cost of medical aid to workmen whose employers are individually liable to pay compensation is to be paid through the Workmen's Compensation Board instead of directly by the employers. In the case of employers collectively liable, it has always been paid by the Board from the Accident Fund. To ensure prompt payment of medical aid, as well as compensation, the Board may require such employers to make a deposit with the Board.

A further amendment provides that compensation for industrial diseases within the Act may be subject to modifications made by regulation as it is to certain modifications stipulated by the Act itself.

A private member's Bill, which was rejected, would have required the payment of compensation for injuries disabling for seven days or less, and would have provided compensation for total disability at the rate of wages received at the time of injury or at a rate equivalent to the average weekly earnings, whichever was greater, thus raising the compensation from 66½ per cent of earnings to 100 per cent. For partial disability the Bill would have required payment of the full difference between earnings before and after the injury.

Minimum Wages

The Minimum Wage Act was amended to enable the Industry and Labour Board to

fix minimum hourly rates for overtime work and for work of less than 40 hours per week.

The section which prescribed, according to the size of the municipality, the maximum hours of work for which a minimum weekly wage could be established was repealed as inconsistent with the Hours of Work and Vacations with Pay Act, 1944.

A defeated private member's Bill would have established a minimum hourly rate of 65 cents for any person, except an apprentice, within the scope of the Minimum Wage Act.

Hours of Labour

New clauses in the Hours of Work and Vacations with Pay Act, 1944, empower the Industry and Labour Board to make regulations, subject to the approval of the Lieutenant-Governor in Council, prescribing the maximum number of hours which may elapse between the time a worker on a split-shift begins and finishes work, and providing for payment to a worker employed less than a full year of such proportion of one week's pay as he is entitled to receive in lieu of his annual holiday with pay.

Amendments in the same Act proposed in three private members' Bills failed to pass. One of these would have reduced the maximum weekly hours from 48 to 40, with no reduction in "take-home pay", limited overtime to eight hours in a week and 100 in a year, required overtime payment at the rate of time and one-half and increased the annual holiday with pay from one to two weeks. Another Bill would also have limited hours to 40 per week with no reduction in pay from the 48-hour week basis, and provided for overtime payment after eight hours at time and one-half. A third Bill would have

provided a two-weeks annual holiday with pay to every employee in an industrial undertaking.

Hours of Labour in Fire Departments

A new section in the Fire-Departments Act authorizes a municipal council, in addition to permitting a two or three-platoon system, to adopt any system of working hours in fire-departments, provided firemen are not required to work more than 72 hours a week except in emergency. The stipulation stands that firemen in a permanent department are to have one day off weekly.

Labour Relations

Changes in the Labour Relations Board Act, 1944, provide for an alternate chairman of the Ontario Labour Relations Board; bring the Act up-to-date by making in the appropriate context references to the National Emergency Transitional Powers Act, 1945 (Canada); and empower the Lieutenant-Governor in Council, if the Dominion War-time Labour Relations Regulations cease to have effect, to amend the regulations to include in them all or any employees and employers who are within provincial jurisdiction.

A private member's Bill, which was defeated, would have repealed the section of the Labour Relations Board Act, 1944, providing for the application of Dominion War-time Labour Relations Regulations to non-war industries which are within provincial scope. It would have given to trade unions the exclusive right to collective bargaining; required a vote to determine the union eligible to bargain to be taken on the request of 25 per cent or more of the employees; authorized the Government to take over and operate any plant where an employer has disobeyed a Board order; and required every collective agreement to stipulate that new workers must join the union within 30 days, that all union members must maintain their membership during the life of the agreement and that there should be a check-off of union dues at the request of the union and the request of each employee.

A Bill to amend the Department of Labour Act, also defeated, would have increased the membership of the Industry and Labour Board from three to five, two representing the Trades and Labour Congress of Canada and the Canadian Congress of Labour, two representing organized employers, and a chairman representing the general public.

Apprenticeship

An amendment in the Apprenticeship Act provides for a "probationary period" of three months during which employment in a trade designated under the Act is permitted without a contract of apprenticeship. The Act now permits an employer, with the Director's approval, to employ for not more than one month before requiring a contract of apprenticeship, a person who has served three months with another employer.

Regulations made by the Industry and Labour Board, subject to the approval of the Lieutenant-Governor in Council, may now determine the conditions upon which certificates of qualification may be issued to persons who have been employed in a designated trade; provide for the issue, without examination, of such certificates, on payment of the prescribed fee, to holders of certificates of apprenticeship; provide for the registration of self-employed persons in a designated trade; prescribe the form of certificates and other documents; provide for duplicate certificates and renewals of certificates, on payment of a fee; require the holder of a certificate of qualification to keep it posted conspicuously or to carry it upon his person; and prescribe the classes of persons in any designated trade to whom the Act and regulations apply.

The Board may exempt from such provisions of the Act and regulations as may be considered necessary any ex-member of the Armed Forces who is taking a course of training under an approved rehabilitation plan.

Factories

The section of the Factory, Shop and Office Building Act enabling the Lieutenant-Governor in Council to prohibit by proclamation the employment of girls under 18 and boys under 16 in occupations he deems dangerous or unwholesome was amended by striking out "by proclamation".

Licensed Hotels

An amendment consequential on the Liquor Licence Act, 1946, again permits hotels, without obtaining a licence from a municipal authority, to sell non-intoxicating beverages, cigars, cigarettes and tobacco and to operate an ice-cream parlour, restaurant or cafe, and exempts them from municipal early closing by-laws. These provisions were dropped when the Liquor Authority Control Act was enacted in 1944.

Under the Liquor Licence Act, to come into force by proclamation, the Liquor

Licence Board of Ontario, with the approval of the Lieutenant-Governor in Council, is empowered to make regulations to license employees in licensed premises.

Statutory Regulations

Since the Regulations Act, 1944, lays down the conditions under which publication of regulations must be made, inconsistent provisions of the Industrial Standards Act, the Minimum Wage Act, the Steam Boiler Act and the Woodmen's Employment Act have been repealed.

Mothers' Allowances

Changes in the Mothers' Allowances Act reduce from three years to one year the period of desertion which entitles a woman to an allowance, and provide for paying an allowance until the end of the school year during which a child becomes 16 and continues to attend school.

Municipal and Other Pensions

Sections of the Municipal Act which make provision for employees' pensions were amended. The Municipal Employees' Pension Fund Act, 1937, which had never been proclaimed, was repealed. The Municipal Act authorizes municipal councils to make by-laws providing for pensions for employees of the municipality or of a local board. Two or more municipalities or local boards jointly may set up a pension plan. "Employee" means any person designated as such by the Department of Municipal Affairs, including any salaried officer, clerk, workman, servant or other person in the employ of the municipality or of a local board, but excepting persons covered by the Teachers' and Inspectors' Superannuation Act and the Power Commission Insurance Act.

Further amendments empower municipalities to establish a system of "sick leave credit gratuities" for employees, but no employee may, at the end of his employment, receive more than he earned during the last six months he was employed. Teachers, inspectors, and employees to whom the Power Commission Insurance Act is applicable are not excepted from this provision.

Another amendment in the Municipal Act is designed to encourage the adoption of pension plans by municipal corporations. Retirement allowances, previously restricted to officers, may now be granted to all employees, except where a pension plan is in effect, but they are not to be payable to persons hired after January 1, 1948. Under these conditions

a council may grant an annual retiring allowance to any employee who, after at least twenty years' service, retires because of illness or old age, provided the allowance and any annual pension payments do not exceed three-fifths of his average salary for the preceding three years, or \$2,500. Where there is a pension plan, the section applies only to those employed by the municipality on April 5, 1946.

For persons employed by companies, new clauses in the Companies Act provide for benefits from the pension fund in respect of an illness, accident or disability which incapacitates their wives, husbands or children under 18, including adopted children. Previously, benefits were paid only in the case of illness, accident or disability of the officers or employees themselves.

Post-War Reconstruction

Amendments, retrospective to June 14, 1943, were made in the section of the Municipal Act dealing with the establishment by municipal councils of a reserve fund for post-war rehabilitation. These strike out the words "for the duration of the present war", extend the power to set up such funds to boards, commissions or other municipal authorities in unorganized territory, and enlarge the purposes for which reserve funds may be used.

Provisions of the Vocational Education Act concerning reserve fund deposits with the Treasurer of Ontario for future capital expenditures for buildings and equipment of any vocational school or department have been repealed. The limitation in the High Schools Act of \$2,000 for permanent improvements to vocational schools and departments in any one year was abolished, effective January 1, 1946.

Planning

A new Planning Act replaces the Planning and Development Act, 1944. The latter remains in effect, however, for one year with respect to projects undertaken under it. The 1944 Act made provision for a Department and a Minister of Planning and Development to collaborate with other Departments, both Provincial and Dominion, and with municipal councils and private agencies in stimulating and maintaining employment. The new legislation is designed to enable municipalities to plan programs for their future development in order to secure the health, safety, convenience and welfare of their inhabitants. The Minister may define planning areas, for each of which a planning board is authorized to prepare and recommend a plan to the council for adoption. The Board is to consist of three,

six or nine members, not elected to municipal office or employed by the municipality, with one member chosen by the municipal council for every three appointed. If adopted, and approved by the Minister, the plan is to be the official plan of the area. Municipalities may acquire, hold, sell or lease land required for housing projects.

Housing

The Wartime Housing Act, 1944, and the Veterans' Housing Act, 1945, were amended to provide for agreements between municipal councils and the Dominion Government, Wartime Housing Limited, or any other corporation on behalf of the Dominion Government as to the amount to be paid annually in lieu of taxes on Government land used for the purposes of the Veterans' Housing Act or the Veterans' Land Act, 1942. Both Acts are retrospective.

The Ontario Housing Act, 1919, as amended, empowers the Lieutenant-Governor in Council to reduce or cancel loans made under the Act and to make agreements with municipalities as to the payment of any balance, including the fixing of the rate of interest.

An amendment in the Companies Act empowers life insurance companies to form, and invest their funds in, holding companies and housing corporations, as defined in the National Housing Act, 1944 (Canada), as amended in 1945.

Miscellaneous

The revised Game and Fisheries Act contains the previous provisions of labour interest without material change.

Changes in the Municipal Act authorize municipalities to take advantage of grants for community programs of training in physical fitness.

It now makes provision for municipal by-laws to license and regulate installers of

insulation systems in buildings, fuel delivery men, and shoe-repair or shoe-shine shops.

Bills not Passed

Two Bills, designed to provide relief for persons who have suffered substantial loss of income because of illness or unemployment or any other cause beyond their control, were defeated. These would have permitted an application to a judge for a stay of proceedings arising out of any obligation incurred before April 1, 1946, or taken under a mortgage or agreement to purchase farms and dwellings.

A proposed amendment in the Municipal Health Services Act, 1944, also defeated, would have enabled a municipal council which has enacted a by-law for the provision of health services to make agreements and pay necessary expenses for health services directly instead of through the Ontario Municipal Health Services Board. It would have removed the provision making a vote on a plan compulsory after three years, required six months' notice before termination of plan and stipulated that any agreement must be approved by the appropriate professional organization.

Resolutions

A motion was defeated on April 4 to request the Government to appoint a committee on labour legislation to make recommendations during the session for a new "labour code" for Ontario.

Another Resolution of the same date seeking amendment of the British North America Act to enable the Parliament of Canada to enact a national labour code without restricting the right of any province to pass more favourable legislation was declared out of order, on the ground that it had been dealt with in Bills previously considered by the Legislature.

Recent Regulations Under Dominion and Provincial Legislation

CERTAIN Orders in Council passed under the War Measures Act to provide free medical treatment for seamen for disabilities incurred in war zones, have been continued under the Department of National Health and Welfare Act. A number of Orders in Council of labour interest, most of which related to the training of war workers or to specific war projects, have been revoked. The Emergency Coal Production Board has been abolished.

In Alberta, grain elevator repair crews have been exempted from the Hours of Work Act

from April 1 to October 31, 1946. In Manitoba, regulations under the Licensed Practical Nurses Act fix the fees to be charged by the nurses, their maximum hours of work and holidays with pay. In Quebec, female employees and boys under 18 may now work at night under a three-shift system in a continuous industry if their employer is granted a permit to that effect. The Minimum Wage Order covering glass factories has been amended to apply to the entire province instead of to certain cities and towns. In Saskatchewan, regulations have been issued

governing apprenticeship and tradesmen's qualifications in trades designated under the Apprenticeship Act. Regulations made under

the 1944 Health Services Act to give certain classes of people free health services have been re-issued under the 1946 Act.

Dominion

Seamen

Certain Orders in Council, passed under the War Measures Act, to provide free medical treatment for merchant seamen for non-pensionable disability which was incurred in war zones, have been continued under the Department of National Health and Welfare Act by an Order in Council (P.C. 1691) of April 30, 1946. This free treatment, provided by P.C. 164/6991 of September 4, 1943 (L.G., 1943, p. 1417) and extended to seamen detained by enemy or neutral countries by an Order in Council (P.C. 9002) of November 23, 1943 (L.G., 1944, p. 105), was later limited to disability arising before January 1, 1946, by an Order in Council (P.C. 7479) of December 28, 1945 (L.G., 1946, p. 209).

The new Order merely permits the carrying out of the object of the Orders made under the War Measures Act but specifically stipulates that their authority is not to be continued into the normal peacetime administration of the Department of National Health and Welfare.

Certain Orders Under War Measures Act Revoked

A number of Orders in Council passed under the War Measures Act have been revoked by an Order in Council (P.C. 1297) of April 26, gazetted May 6, 1946. Most of the rescinded Orders which are of labour interest related to the training of war workers of one kind or another or to specific war projects. Among the Orders revoked was one (P.C. 2685) of June 19, 1940, setting out principles to govern labour relations in wartime.

Emergency Coal Production Board Abolished

This Board, established in 1942 to stimulate coal production to meet the great wartime need, (L.G., 1942, p. 1404), was abolished from April 1, 1946, by an Order in Council (P.C. 1684) of April 30, 1946, gazetted on May 6. All Orders in Council relating to the Board are revoked.

Provincial

Alberta Hours of Work Act

Grain elevator repair crews have been exempted from the provisions of the above Act (L.G., 1945, p. 1843) from April 1 to October 31, 1946, by an Order of the Board of Industrial Relations approved by an Order in Council, dated April 18, and gazetted on April 30. Those exempted are employees of United Grain Growers Limited, Alberta Wheat Pool and member companies of the North-West Line Elevators' Association.

Manitoba Licensed Practical Nurses Act, 1945

Regulations of May 1, gazetted May 4, have been issued to fix the fees to be charged by licensed practical nurses, their maximum hours of work and holidays with pay. The Licensed Practical Nurses Act, 1945, requires practical nurses to be licensed by an Advisory Council which is set up by the Act. The qualifications and provisions for training practical nurses are set out in the Act.

The fees for an eight-hour day will be \$3.60, for a 20-hour day, \$5, for a four-hour evening shift, \$2; the fee for overtime will be 45 cents an hour. The fees charged by a nurse paid on a monthly basis and supplied with

free room, board and laundry, will be \$50 a month for the first year, \$55 monthly for the second year, \$60 for the third and at least \$60 monthly subsequently. An additional sum equivalent to the value of room, board and laundry services must be paid when these are not supplied free of charge.

Nurses paid by the month may not be required to work over eight hours daily nor more than six days a week and they must be given two weeks holidays with pay each year.

Quebec Industrial and Commercial Establishments Act

Female employees and boys under 18 may now work at night in Quebec under a three-shift system in a continuous industry if their employer is granted a permit to that effect by the Minister of Labour under the authority of an Order in Council of May 10, 1946, gazetted and effective on May 18. The employment between the hours of 9 p.m. and 6 a.m. of women and boys under 18 in industrial establishments is prohibited by the above Act except where the chief inspector permits them to be employed on a two-shift system in which case the prohibited hours are between 11 p.m. and 6 a.m.

During the war, the prohibition of night work for these classes was lifted by Order in Council 1257 of March 15, 1940, authorized under Section 3 of the Act. Permits for such employment were granted under certain conditions.

The new Order in Council stipulates that the organization of three shifts employing women and boys under 18 is subject to the general provisions of the Act, that the employer desiring to institute a three-shift system must supply on approved forms all the pertinent information required by the factory inspector, and that the Minister of Labour, after an investigation and report by an industrial hygiene physician, shall set in each case the time to be allowed for meals to workers.

Quebec Minimum Wage Act

Order 45 covering glass factories (L.G., 1945, p. 675) was amended by an Order gazetted on May 18 to make it applicable to the entire Province. As before, the municipalities on the Island of Montreal or within a five-mile radius will be in Zone I, but Zone II, for which lower minimum rates are established, will comprise the rest of the Province, instead of only certain cities and towns. The minimum and maximum rates set by the Order remain unchanged.

Saskatchewan Apprenticeship Act

General regulations governing apprenticeship and tradesmen's qualifications in trades designated under the above Act, were issued on April 12 and gazetted on May 15. Specific regulations covering wages and hours, etc. of apprentices were issued in 1945 for the motor-vehicle repair trade and the building trades (L.G., 1945, p. 1208), and for the printing trade in weekly newspaper plants and the electrical trade (L.G., 1945, p. 1844). A syllabus of training for most trades was later issued (L.G., 1946, p. 212).

The new regulations, designed to raise the general standard of tradesmen, require tradesmen other than apprentices in training to apply to the Director of Apprenticeship for certificates of qualification. A tradesman will receive such a certificate if during the preceding nine years (twelve in the case of ex-servicemen) he has served over six years in the motor-vehicle repair, plumbing, steamfitting or printing trades, or over five years in the carpentry, bricklaying and masonry or sheet metal work trades, or over four years in plastering, painting and decorating. If a tradesman has served one year less than the specified number, he must sit for an oral or written examination or practical trade test,

as the examining board may decide. An examining board may recommend that an interim certificate be issued to a person who has not qualified as a journeyman. The examining boards, consisting of a chairman and two representatives each of employers and workers in the designated trades, will conduct the trade tests.

An apprentice who passes a trade test during his apprenticeship will be given an interim certificate as to his ability in the trade at that time. On completion of his apprenticeship, he must take a final trade test and if successful will be given a certificate of qualification.

The new regulations also require the employer to provide an apprentice with adequate practical training and to permit him to attend a full-time class of technical instruction when necessary. Three copies of each apprenticeship agreement and of each permanent transfer must be forwarded by an employer to the Director for registration, a copy later to be forwarded by him to the employer and apprentice. Fees for certificates of registration and qualification, interim certificates and examinations, are also set by the Regulations.

Building Trades.—In the carpentry, painting and decorating, plumbing and steamfitting trades, an employer may now hire one apprentice for the shop and one for every three journeymen thereafter, instead of only one for every three. This change was made by an amendment of April 12, gazetted April 30, to the apprenticeship regulations for those trades.

Saskatchewan Health Services Act, 1946

Regulations under this Act were made on April 16 and gazetted April 30 to list the free health services to be provided to certain classes of people and the regulations enumerating these classes were re-issued on April 26 and gazetted on May 15.

The regulations of April 16 list the health services provided: preventive and curative medical and surgical care, hospitalization, nursing services, dental services, physiotherapy, drugs, medicines and appliances and optical services.

A medical card will be issued each year to or for every person entitled to benefits. A person requiring medical or dental services may consult the physician, surgeon or dentist of his own choice. Physicians' and surgeons' fees will be paid out of a fund to be set up on the basis of \$9.50 per year per capita of the persons obtaining benefits.

A Medical Advisory Committee of not more than three members nominated by the Council of the College of Physicians and

Surgeons of Saskatchewan, will in addition to acting as an advisory body, prepare a price list of essential drugs and compounds, and review and authorize payment of physicians' accounts.

Persons Obtaining Benefits.—The Regulations of April 26, re-issued under the 1946 Act, were made under the 1944 Health Services Act in 1945 and 1946 to give certain classes of people free health services.

As before, the following classes will be entitled to free health services: old age pensioners, including those from other provinces if they have resided in Saskatchewan for at least 12 months immediately before applying for health services; blind pensioners; the spouse of a blind or old age pensioner and dependent children and grandchildren under 16 (in the case of a husband of a blind pensioner, he must be at least 70); mothers entitled to allowances under the Social Aid Act and their dependent children

under 16; fathers of children on behalf of whom such allowances are being paid, if the fathers are physically or mentally incapacitated and are living with their wives and children or with their children; and children who are wards of the Province or of a Children's Aid Society.

For the purposes of the Regulations a person 21 years or over is not considered a child. A child eligible for health services until the age of 16 and who reaches that age, will be entitled to the health services for the rest of the calendar year unless he is the youngest or only child in a family. A person who is under 21 and permanently incapacitated, mentally or physically, and dependent on a pensioner or a recipient of a mother's allowance will continue to receive free health services until the age of 21. The widowed spouse of an old age pensioner will also continue to receive free service until the end of the calendar year during which the pensioner died.

New Zealand Employment Service

Following the passage of the Employment Act, 1945, the Employment (Information) Regulations 1946 have been issued to require employers to furnish to the National Employment Service information concerning labour turnover, the number of their employees, the amount of wages paid and a forecast of employment conditions for their business.

The Employment Act established a National Employment Service as a Government Department to promote and maintain full employment. A Director of Employment was provided for and such Advisory Councils and Committees as the Minister of Employment thinks fit. The Department is to provide a complete employment service for placing workers in jobs, assisting employers to secure labour, assisting employers to provide employment and workers in all sections of the community to find better or more suitable employment (whether in professional, technical, supervisory, or any other capacities), and for aiding workers who require occupational readjustment or training or other help so as to enable them to continue or resume full-time employment.

Surveys are to be made from time to time of the classes of employment required or available or likely to be required or available. The Department is authorized to operate hostels or boarding establishments for workers and to provide a home-aide service by making the services of workers employed in the Department available for domestic or

other work in case of emergency or in other special circumstances. The Minister may fix charges for services provided by the Department.

Industry is divided into three classes for the purposes of the Regulations: building and construction; seasonal, which means food-preserving of any kind, dairy factories, wool stores and grain-threshing; and general industry, which takes in all other industries except farming, fishing, trapping and loading and unloading ships.

Every employer who employs at least two workers, is required to file a return at the nearest District Employment Office, monthly in the case of seasonal industries and half-yearly in others. These reports are to state the number of male and female employees and the amount paid out in wages, ordinary time and overtime, on the last pay-day of each month. Except in seasonal industries, the number employed at the beginning of the six-months period, the number at the end and the number hired are to be shown by main occupational groups and according to age over 21 years and under 21. Any marked changes in the number of staff must be noted, except in seasonal industries and, also, the reasons for any necessity to work short-time. A forest is also required regarding the size of the staff, special vacancies and business difficulties during the next six-month period. In seasonal industries, an estimate is required of the peak labour force of men and women.

Prohibition of Employment Under 18 in Operating Hoisting Apparatus Being Considered Under U.S. Federal Law.

The dangers to juveniles between 16 and 18 years of age in operating power-driven hoisting apparatus are to be considered at hearings to be held this month by the Chief of the Children's Bureau of the U.S. Department of Labor. A draft Order to forbid such employment under the authority of the Fair Labour Standards Act will be discussed.

The Fair Labour Standards Act, 1938, prohibits the shipment or delivery for shipment in interstate commerce of any goods produced in establishments in or about which "oppressive child labour" has been employed within 30 days before removal of the goods. "Oppressive child labour" is defined as employment of children under 16, except in such non-mining and non-manufacturing occupations which the Chief of the Children's Bureau determines does not interfere with their schooling, health or well-being, and employment of children between 16 and 18 in occupations declared by order of the Chief of the Children's Bureau to be particularly hazardous or detrimental to their health or well-being.

Six Hazardous Occupations Orders already in effect prohibit employment under 18 in or about explosive plants, in motor-vehicle driv-

ing or helping, in coal-mining except for a few surface occupations, in logging and saw-milling, in operating power-driven woodworking machines, and in occupations involving exposure to radioactive substances.

The occupations prohibited by the proposed Order which would go into effect on August 1, 1946, if it is adopted, would be the work of operating an elevator, operating or assisting in the operation of a crane, derrick, hoist, or high-lift truck, and loading or unloading a freight elevator or riding on one in conjunction with such work or with the transport of materials.

The hearings on the draft order follow a report made to the Chief of the Children's Bureau in which it is pointed out that many young persons under 18 are being injured in these occupations, that injuries caused by hoisting apparatus are substantial in number and relatively severe, resulting in a disproportionately high number of deaths and permanent disabilities, and that the hazards are greater for juveniles because they usually lack the judgment and caution required for safe working.

Strikes and Lockouts

Strikes and Lockouts in Canada During May, 1946

DURING May, 1946, the number of workers involved in strikes and lockouts in Canada and the resulting time loss increased sharply as compared with the previous month and with May, 1945, due mainly to a strike of loggers and woodworkers in British Columbia. Preliminary figures show 35 strikes in existence during May, 1946, involving 47,730 workers, with a time loss of 564,925 man-working days, as compared with 24 strikes in April, 1946,

with 6,907 workers involved and a time loss of 47,116 days. In May, 1945, there were 15 strikes, involving 3,336 workers, with a time loss of 6,738 days.

Preliminary figures for the first five months of this year show 92 strikes, involving 61,866 workers, with a time loss of 691,108 days. For the same period last year there were 83 strikes, with 23,098 workers involved and a time loss of 77,573 days.

STRIKES AND LOCKOUTS IN CANADA, JANUARY-MAY, 1945-1946†

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per 1,000 Available Work Days
1946*						
January.....	12‡	12	2,935‡	2,935	20,593	0.28
February.....	16	18	3,377	3,532	12,406	0.17
March.....	19	28	4,137	5,976	46,068	0.63
April.....	17	24	4,776	6,907	47,116	0.65
May.....	28	35	46,641	47,730	564,925	7.80
Cumulative totals.....	92		61,866		691,108	1.91
1945						
January.....	17‡	17	5,452‡	5,452	31,937	0.44
February.....	16	17	5,012	5,023	6,656	0.09
March.....	22	23	4,770	4,800	8,709	0.12
April.....	15	15	4,622	4,622	23,533	0.32
May.....	13	15	3,242	3,336	6,738	0.09
Cumulative totals.....	83		23,098		77,573	0.21

* Preliminary figures.

‡ Strikes un-terminated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused, but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

Of the 35 strikes recorded for May, six were settled in favour of the workers, eight in favour of the employers, three were compromise settlements and seven were indefinite in result, work being resumed pending final settlement. At the end of the month 11 strikes were recorded as unterminated, namely: bakery workers at Halifax, N.S; woollen factory workers, Carleton Place, Ont; carpet factory workers at Brantford, Guelph and Toronto, Ont; composers at Winnipeg, Man; loggers, sawmill and shingle mill workers in British Columbia; asbestos miners at Black Lake and Thetford Mines, P.Q; textile factory

workers at Sherbrooke, P.Q; composers, etc., at Edmonton, Alta., and Ottawa and Hamilton, Ont; foundry workers at Vancouver and New Westminster, B.C; brass factory workers at New Toronto, Ont; and seamen in Quebec, Ontario, Nova Scotia, New Brunswick and Prince Edward Island.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes as to which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated.

STRIKES AND LOCKOUTS IN CANADA DURING MAY, 1946⁽¹⁾

Industry, Occupation and Locality	Number Involved		Time Loss in Man-working Days	Particulars ⁽²⁾
	Establishments	Workers		

Strikes and Lockouts in Progress Prior to May, 1946

MANUFACTURING—				
<i>Vegetable Foods, etc.—</i>				
Bakery workers, Halifax, N.S.	1	25	500	Commenced February 11; for a union agreement; unterminated.
<i>Tobacco and Liquors—</i>				
Brewery workers, Montreal, P.Q.	4	400	5,000	Commenced March 28; against Finding and Direction of RWLB ⁽³⁾ cancelling wage increase previously approved; terminated May 21; return of workers and replacement; in favour of employer.
<i>Textiles, Clothing, etc.—</i>				
Woollen factory workers, Carleton Place, Ont.	1	160	4,000	Commenced April 2; for increased wages, union shop, check-off, two weeks' vacation with pay, etc.; unterminated.
Carpet factory workers, weavers, Brantford, Guelph and Toronto, Ont.	3	113	2,500	Commenced April 29; for reduced hours, increased wages and two weeks' vacation with pay; unterminated.
<i>Printing and Publishing—</i>				
Compositors, etc., Winnipeg, Man.	2	108	2,000	Commenced November 8, 1945; for a new agreement providing for increased wages and other conditions; unterminated.
<i>Metal Products—</i>				
Metal factory workers, Niagara Falls, Ont.	1	33	330	Commenced February 25; for a union agreement providing for union shop, check-off, etc.; terminated May 11; conciliation, provincial; compromise.
Foundry workers, Guelph, Ont.	1	(4)250	4,250	Commenced April 30; against dismissal of two workers for infraction of company rules; terminated May 20; negotiations; in favour of workers.

Strikes and Lockouts Commencing During May, 1946

LOGGING—				
Loggers, sawmill, shingle mill workers, etc., British Columbia.	(5) 365	37,000	500,000	Commenced May 15; for new agreements providing for increased wages, reduced hours, union shop, check-off, etc.; unterminated.
MINING—				
Coal miners, Mercoal, Alta.	1	340	1,020	Commenced May 13; protest against hoistman working as pump operator; terminated May 15; return of workers; in favour of employer.

STRIKES AND LOCKOUTS IN CANADA DURING MAY, 1946⁽¹⁾—Continued

Industry, Occupation and Locality	Number Involved		Time Loss in Man-working Days	Particulars ⁽²⁾
	Establishments	Workers		
Strikes and Lockouts Commencing During May, 1946—Continued				
MINING— <i>Con.</i> Coal miners, Drumheller, Alta.	1	98	294	Commenced May 13; alleged refusal of company to supply cap pieces for mine props; terminated May 15; negotiations; in favour of workers.
Coal miners, Cumberland and Nanaimo, B.C.	2	1,400	1,400	Commenced May 15; protesting failure of Provincial Government to include coal miners in 44-hour week legislation (Hours of Work Act); terminated May 15; return of workers; in favour of employers.
Coal miners, Drumheller, Alta.	1	141	315	Commenced May 16; protesting transfer of a driver to surface job; terminated May 18; negotiations; in favour of workers.
Asbestos miners, Thetford Mines, P.Q.	4	1,650	4,125	Commenced May 16; against Finding and Direction of NWLB ⁽³⁾ re increased wages; terminated May 18; return of workers pending further reference to NWLB; compromise.
Asbestos miners, Black Lake and Thetford Mines, P.Q.	2	625	1,500	Commenced May 23; inter-union dispute re bargaining agency; untermiated.
Coal miners, Drumheller, Alta.	1	(6)64	64	Commenced May 23; protest because slack not cleaned back from coal faces; terminated May 23; negotiations; in favour of workers.
Coal miners, Glace Bay, N.S.	1	(7)6	6	Commenced May 30; refusal of a miner to handle new and heavier type of coupling; terminated May 30; return of workers; in favour of employer.
MANUFACTURING— <i>Textiles, Clothing, etc.—</i> Textile factory workers, Carleton Place, Ont.	1	(8)250	250	Commenced May 1; in sympathy with strike at Carleton Place, commencing April 2, 1946; terminated May 1; return of workers; in favour of employer.
Textile factory workers, Sherbrooke, P.Q.	1	(9)115	1,750	Commenced May 13; inter-union dispute re bargaining agency following demand for increased wages and reduced hours; untermiated.
Textile factory workers, Yarmouth, N.S.	1	467	3,000	Commenced May 17; for increased wages; terminated May 23; negotiations and return of workers pending reference to RWLB; indefinite.
Twine factory workers, Brantford, Ont.	1	321	1,926	Commenced May 23; for increased wages terminated May 31; conciliation, provincial and return of workers pending further reference to RWLB; indefinite.
<i>Pulp, Paper and Paper Products—</i> Paper mill workers, Lachute Mills, P.Q.	1	113	180	Commenced May 17; against dismissal of a worker for insubordination; terminated May 18; return of workers; in favour of employer.
<i>Printing and Publishing—</i> Compositors, etc., Edmonton, Alta., Ottawa and Hamilton, Ont.	4	(10)173	210	Commenced May 30; in sympathy with strike of compositors at Winnipeg, Man. commencing Nov. 8, 1945; untermiated.

STRIKES AND LOCKOUTS IN CANADA DURING MAY, 1946⁽¹⁾—Continued

Industry, Occupation and Locality	Number Involved		Time Loss in Man-working Days	Particulars ⁽²⁾
	Establishments	Workers		
Strikes and Lockouts Commencing During May, 1946—Continued				
Manufacturing—Con.				
<i>Miscellaneous Wood Products—</i>				
Wood products factory workers, Lake Megantic, P.Q.	1	22	100	Commenced May 27; for increased wages and reduced hours; terminated May 31; return of workers and replacement; in favour of employer.
Wood veneer factory workers, Saint John, N.B.	1	260	780	Commenced May 29; against dismissal of two workers for alleged incompetence; terminated May 31; return of workers pending reference to arbitration; in favour of workers.
<i>Metal Products—</i>				
Steel mill workers, electricians, Sydney, N.S.	1	117	2,340	Commenced May 2; protesting reduction in take-home pay when work week reduced from 7 days to 6 as an alternative to lay-off of workers; terminated May 23; return of workers pending negotiations; indefinite.
Foundry workers, Vancouver and New Westminster, B.C.	33	500	6,375	Commenced May 17; for increased wages and reduced hours; untermiated.
Brass factory workers, New Toronto, Ont.	1	(¹¹)1,000	11,000	Commenced May 18; for increased wages; reduced hours, union shop, seniority in layoffs, etc.; untermiated.
CONSTRUCTION—				
<i>Buildings and Structures—</i>				
Carpenters, St. Catharines, Ont.	18	(¹²)150	150	Commenced May 1; for increased wages; terminated May 1; return of workers pending decision of RWLB; in favour of workers.
Plasterers, Toronto, Ont.	8	160	2,080	Commenced May 15; for payment for all statutory holidays and two weeks' vacation with pay instead of one; terminated May 31; negotiations and reference to arbitration; indefinite.
TRANSPORTATION AND PUBLIC UTILITIES—				
<i>Other Local and Highway—</i>				
Bus drivers and maintenance men, Sydney, N.S.	1	45	110	Commenced May 11; alleged racial discrimination in dismissal of a maintenance man; terminated May 13; negotiations and reference to arbitration; in favour of employer.
<i>Water—</i>				
Seamen, Quebec, Ontario, Nova Scotia, New Brunswick, Prince Edward Island.	(¹³)86	(¹³)1,300	5,000	Commenced May 24; for an eight hour day and three watch system; untermiated.
TRADE—				
Fish handlers, Glace Bay and Louisburg, N.S.	3	67	1,300	Commenced May 9; for a union agreement providing for increased wages, reduced hours, time and one-half for overtime, vacations with pay, etc.; terminated May 31; return of workers pending further negotiations; indefinite.
Farm supplies warehousemen, Winnipeg, Man.	1	(¹⁴)52	260	Commenced May 21; against dismissal of six workers allegedly for union activity; terminated May 27; return of workers pending reference to arbitration; indefinite.

STRIKES AND LOCKOUTS IN CANADA DURING MAY, 1946⁽¹⁾—*Concluded*

Industry, Occupation and Locality	Number Involved		Time Loss in Man-working Days	Particulars ⁽²⁾
	Establishments	Workers		
Strikes and Lockouts Commencing During May, 1946—<i>Concluded</i>				
<i>SERVICE— Business and Personal— Window cleaners, Montreal, P.Q.</i>	12	80	560	Commenced May 1; for a new agreement providing for increased wages; terminated May 8; negotiations; compromise.
<i>Beverage dispensers, Calgary, Drumheller, Alta., and Crow's Nest Pass, B.C.</i>	25	125	250	Commenced May 24; against Finding and Direction of NWLB cancelling wage increase approved by RWLB; terminated May 25; return of workers pending further reference to NWLB; indefinite.

¹ Preliminary data based where possible on direct reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

² In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

³ RWLB—Regional War Labour Board; NWLB—National War Labour Board.

⁴ 90 indirectly affected; ⁵ 63 indirectly affected; ⁶ 924 indirectly affected; ⁷ 50 indirectly affected; ⁸ 435 indirectly affected; ⁹ 165 indirectly affected; ¹⁰ 300 indirectly affected; ¹¹ 50 indirectly affected; ¹² 19 indirectly affected.

¹³ Approximately 365 employers, operating various logging camps, sawmills, woodworking plants, shingle and planing mills, sash and door factories, lumber yards, etc.

¹⁴ Estimated; number indirectly affected not known.

Strikes and Lockouts in Great Britain and Other Countries

THE latest available information as to strikes and lockouts in various countries is given in the LABOUR GAZETTE from month to month, bringing up to date that given in the March, 1946, issue in the review "Strikes and Lockouts in Canada and Other Countries". The latter includes a table summarizing the principal statistics as to strikes and lockouts since 1919 in the various countries for which such figures are available but many countries are no longer reporting due to unsettled conditions following the war. Statistics given in the annual review and in this article are taken as far as possible from the government publications of the various countries concerned.

Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in March, 1946, was 189, and 21 were still in progress from the previous month, making a total of 210 during the month. There were 54,200 workers involved and a time loss of 268,000 working-days was caused.

Of the 189 stoppages which began during March, 30 arose out of demands for advances in wages; 60 over other wage questions; 6 on questions as to working hours; 22 on questions respecting the employment of particular classes or persons; 63 on other questions respecting working arrangements; 6 on questions of trade union principle; and 2 were in support of workers involved in other disputes.

New Zealand

Figures now available for the year 1945, show 154 strikes involving 39,158 workers and causing a time loss of 66,629 working-days.

United States

Preliminary figures for April, 1946, show 46 strikes and lockouts beginning in the month in which 575,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 15,500,000 man-days. Corresponding figures for March 1946 are 385 strikes and lockouts, involving 130,000 workers, with a time loss of 14,000,000 man-days.

Prices

Prices, Retail and Wholesale, in Canada, May, 1946

Cost of Living, Prices of Staple Articles, and Index Numbers, as Reported by the Dominion Bureau of Statistics

THERE was a rise of 1.2 points to 122.0 in the Dominion Bureau of Statistics cost-of-living index between April 1 and May 1, 1946, due to increases in a wide range of commodities. Foods registered the sharpest advance, moving up from 135.1 to 137.7 on firmer quotations for butter, fresh pork, lard, fruits and vegetables. Homefurnishings and services gained 1.4 points to 122.1 between April and May, while clothing recorded a gain of 0.5 to 123.7. Rents were 0.3 points higher at 112.6, while the miscellaneous items group moved up 0.5 to 111.5, due mainly to higher rates for newspapers and periodicals. Fuel and light continued unchanged at 107.2.

Retail Prices

The accompanying table on retail prices of staple foods, coal and rentals (Table IV) is prepared each month by the Dominion Bureau of Statistics. It shows the prices of these commodities in 64 cities across Canada at the date under review.

The prices of the staple food items included in the table are all used in the calculation of the index of the food group in the official cost-of-living index, and give a reasonably complete picture of prices throughout Canada as used in the calculation of the index of this particular group. They are the averages of prices of goods reported to the Bureau by independent stores. They do not include

COST OF LIVING AND WHOLESALE PRICES IN CANADA 1914-1922 AND 1939-1946

BASE: PRICES IN JULY, 1914 AND IN AUGUST, 1939 = 100

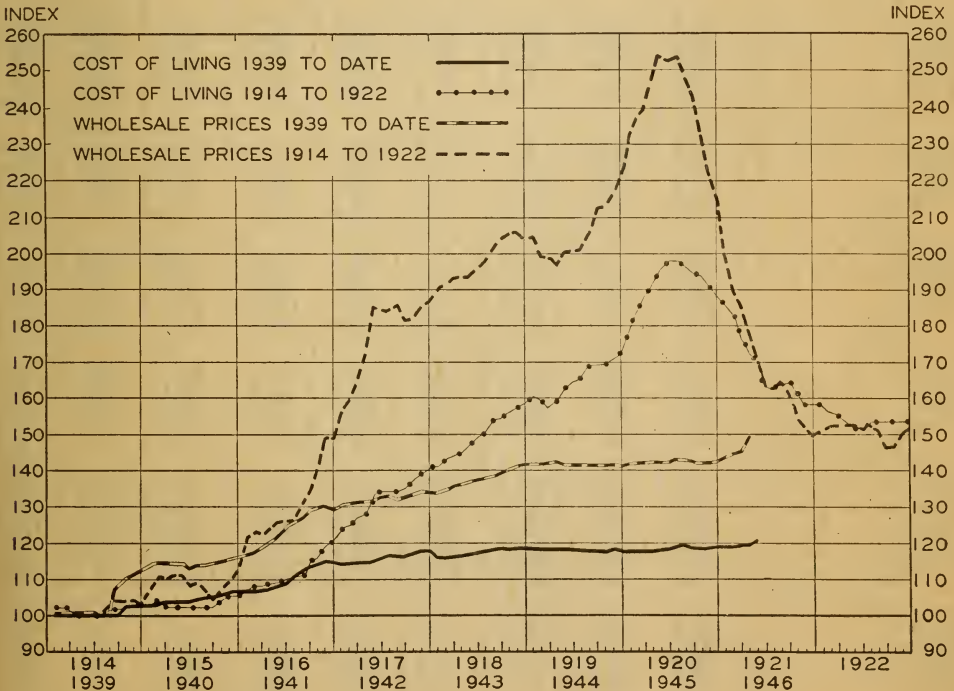


TABLE I—
DOMINION BUREAU OF STATISTICS INDEX NUMBERS OF THE COST OF LIVING IN CANADA
Prices as at the Beginning of each Month

	Adjusted to base 100-0 for August 1939	On base of average prices in 1935-39 as 100*							
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnishings and Services	Miscellaneous	Retail Prices Index (Commodities only)†
1913.....		79.1	89.1	74.3	77.1	87.4		69.6	
1914.....		79.7	92.2	72.1	75.1	88.3		69.6	
1915.....		80.7	93.7	69.8	73.8	96.4		70.0	
1916.....		87.0	103.9	70.6	75.4	109.8		74.1	
1917.....		102.4	134.3	75.8	83.8	129.1		80.7	
1918.....		115.6	154.2	80.0	92.6	151.0		90.3	
1919.....		126.5	164.8	87.3	100.7	173.6		100.0	
1920.....		145.4	189.5	100.1	120.2	211.9		109.3	
1921.....		129.9	145.5	109.4	128.1	172.0		111.4	
1922.....		120.4	123.3	114.0	122.7	145.7		111.4	
1926.....		121.8	133.3	115.9	116.8	189.1		106.1	
1927.....		119.9	130.8	114.5	114.4	135.6		105.1	
1928.....		120.5	131.5	117.3	113.2	135.5		104.8	
1929.....		121.7	134.7	119.7	112.6	134.8		105.0	
1934.....		95.6	92.7	93.1	102.1	97.1		97.8	
1935.....		96.2	94.6	94.0	100.9	97.6	95.4	98.7	95.9
1936.....		98.1	97.8	96.1	101.5	99.3	97.2	99.1	98.1
1937.....		101.2	103.2	99.7	98.9	101.4	101.5	100.1	102.0
1938.....		102.2	103.8	103.1	97.7	100.9	102.4	101.2	102.8
1939									
August 1.....	100.0	100.8	99.3	103.8	99.0	100.1	100.9	101.3	100.0
September 1.....	100.0	100.8	99.4	103.8	98.9	99.6	100.8	101.3	100.0
October 2.....	102.7	103.5	106.3	104.4	104.4	99.6	101.0	101.7	103.8
December 1.....	105.0	103.8	104.7	104.4	105.4	103.3	104.1	102.0	104.3
Year.....	100.7	101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1940									
January 2.....	103.0	103.8	104.5	104.4	105.5	103.3	104.3	101.8	104.2
April 1.....	103.8	104.6	104.8	104.4	105.9	107.8	106.1	101.8	105.5
July 2.....	104.8	105.6	105.3	106.9	107.9	109.1	106.9	102.2	106.4
October 1.....	106.2	107.0	106.1	107.7	108.0	113.5	109.7	102.8	108.4
Year.....	104.8	105.6	105.6	106.3	107.1	109.2	107.2	102.3	106.6
1941									
January 2.....	107.4	108.3	109.7	107.7	108.6	113.7	110.8	103.1	110.4
April 1.....	107.7	108.6	110.1	107.7	108.9	114.3	111.7	102.9	110.7
July 2.....	111.0	111.9	116.6	109.7	110.5	115.1	113.0	105.6	114.9
October 1.....	114.6	115.5	123.2	111.2	112.1	119.6	117.3	106.5	120.1
December 1.....	114.9	115.8	123.8	111.2	112.7	119.9	117.9	106.7	120.6
Year.....	110.8	111.7	116.1	109.4	110.3	116.1	113.8	105.1	114.9
1942									
January 2.....	114.5	115.4	122.3	111.2	112.9	119.9	118.0	106.8	119.9
April 1.....	115.0	115.9	123.7	111.2	112.9	119.8	118.1	107.1	120.6
July 2.....	117.0	117.9	130.3	111.3	112.5	120.0	117.9	107.1	123.9
October 1.....	116.9	117.8	129.8	111.3	112.8	120.1	117.8	107.1	123.7
Year.....	116.1	117.0	127.2	111.3	112.8	120.0	117.9	107.1	122.4
1943									
January 2.....	116.2	117.1	127.3	111.3	112.8	120.2	117.8	107.5	122.5
April 1.....	116.7	117.6	128.7	111.3	112.7	120.2	117.8	107.7	123.2
July 2.....	117.9	118.8	131.8	111.5	113.4	120.5	117.8	108.2	125.1
October 1.....	118.4	119.3	132.9	111.9	113.3	121.1	118.2	108.3	125.8
Year.....	117.5	118.4	130.7	111.5	112.9	120.5	118.0	108.0	124.5
1944									
January 3.....	118.1	119.0	131.5	111.9	112.7	121.1	118.4	108.9	125.3
April 1.....	118.2	119.1	131.5	111.9	113.0	121.4	118.4	109.0	125.4
July 3.....	118.1	119.0	132.0	111.9	108.9	121.5	118.3	109.0	125.6
October 2.....	117.7	118.6	130.8	112.0	108.7	121.6	118.4	108.9	124.9
Year.....	118.0	118.9	131.3	111.9	110.6	121.5	118.4	108.9	125.2
1945									
January 2.....	117.7	118.6	130.2	112.0	109.1	121.8	118.3	109.2	124.6
April 2.....	117.8	118.7	131.0	112.0	106.7	121.8	118.5	109.2	125.1
July 3.....	119.3	120.3	135.6	112.1	106.5	122.2	119.2	109.4	127.6
October 1.....	118.8	119.7	133.3	112.3	106.7	122.4	119.4	109.6	126.5
November 1.....	118.9	119.9	134.0	112.3	106.6	122.5	119.4	109.6	126.8
December 1.....	119.1	120.1	134.3	112.3	107.1	122.5	119.5	109.6	127.0
Year.....	118.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946									
January 2.....	118.9	119.9	132.8	112.3	107.1	122.6	119.5	110.9	126.3
February 1.....	118.9	119.9	132.5	112.3	107.1	122.7	120.1	110.9	126.2
March 1.....	119.1	120.1	133.1	112.3	107.2	123.1	120.4	110.9	126.7
April 1.....	119.8	120.8	135.1	112.3	107.2	123.2	120.7	111.0	127.8
May 1.....	121.0	122.0	137.7	112.6	107.2	123.7	122.1	111.5	129.5

* Indexes prior to 1926 have been recalculated, resulting in revisions from figures previously published. Typographical errors in 1945 averages and in rent indexes for 1941 and 1944 have also been corrected.

† Commodities in the cost-of-living excluding rents and services.

prices from chain stores. As the movement of chain store prices agrees closely with the movement of independent store prices it was considered that the extra work and cost involved in compiling and printing a separate table for chain store prices were not warranted although chain store prices are used in the calculation of the index.

The coal and rental figures given are also used in the official cost-of-living index. Quotations are shown for anthracite coal in the provinces of Ontario and Quebec, and for bituminous coal in the rest of Canada, where this type of coal is more generally used.

Rental figures given in the table are typical of rents being paid by tenant households in each city. In some cities, flats and apartments are more numerous than single houses; in such cases rents for flats and apartments are shown while figures for other cities represent single-house rentals. In all cases figures represent rents being paid, not the rent asked for vacant dwellings. The basis of these

figures is the record of rents for every tenth tenant-occupied dwelling collected in the 1941 census of housing. The movement of rents since that time has been determined from reports submitted by real estate agents. The 1941 census averages have been adjusted in accordance with the change indicated by these reports, and the printed figures show a \$4 spread centred around each city average.

Table III is designed to show the variation in the retail prices of commodities since the beginning of the war. Taking the Dominion average retail price of each of the commodities at August, 1939, as 100, the table shows the percentage changes in prices since that date; also the actual price on the first of the current month.

The Dominion Bureau of Statistics issues an index number of retail prices of commodities included in the cost-of-living index excluding rents and services. This index is now being included in Table I.

TABLE III—DOMINION AVERAGE RETAIL PRICE RELATIVES FOR STAPLE FOODS AUGUST, 1939—APRIL, 1946, WITH DOMINION AVERAGES OF ACTUAL RETAIL PRICES FOR APRIL, 1946*

Commodities*	Per	Aug. 1939	Dec. 1941	Oct. 1944	Jan. 1946	April 1945	July 1945	Oct. 1945	Jan. 1946	Mar. 1946	Apr. 1946	May 1946	Price May 1946
Beef, sirloin steak.....	lb.	100-0	120-7	154-5	153-8	154-1	154-5	154-8	154-8	155-2	155-2	155-6	43-4
Beef, round steak.....	lb.	100-0	125-7	167-1	166-7	167-1	167-5	167-9	167-9	167-9	168-4	168-8	40-0
Beef, rib roast.....	lb.	100-0	125-5	172-2	173-0	173-9	173-9	174-3	175-2	175-2	175-2	176-1	40-5
Beef, shoulder.....	lb.	100-0	132-7	161-6	161-0	161-0	161-6	162-3	162-3	162-3	162-3	162-3	25-8
Beef, stewing.....	lb.	100-0	136-7	169-0	168-3	168-3	168-3	168-3	168-3	169-0	169-0	169-0	21-3
Veal, forequarter.....	lb.	100-0	139-3	174-6	173-4	173-4	173-4	174-6	174-0	173-4	174-6	174-6	29-5
Lamb, leg roast.....	lb.	100-0	109-9	151-1	147-9	148-9	162-0	153-5	152-5	152-8	152-8	152-8	43-4
Pork, fresh loins.....	lb.	100-0	125-3	138-8	141-5	141-5	143-8	143-5	144-2	144-6	148-5	158-1	41-1
Pork, fresh shoulder.....	lb.	100-0	127-0	146-4	142-9	142-3	143-4	142-9	143-4	144-4	149-0	159-7	31-3
Bacon, side, med., sliced	lb.	100-0	132-3	140-0	140-9	141-2	141-5	142-2	142-5	142-5	146-5	157-2	51-1
Lard, pure.....	lb.	100-0	151-3	151-8	155-3	156-1	157-0	158-8	160-5	160-5	164-0	172-8	19-7
Shortening, Vegetable.....	lb.	100-0	134-7	137-5	136-8	136-8	137-5	137-5	137-5	137-5	138-2	138-9	20-0
Eggs, grade "A" fresh.....	doz.	100-0	156-4	155-3	146-4	138-5	140-5	173-7	153-6	144-1	143-4	143-1	43-5
Milk.....	qt.	100-0	111-0	95-4	95-4	95-4	95-4	95-4	95-4	96-3	96-3	96-3	10-5
Butter, creamery, prints.....	lb.	100-0	140-5	145-4	146-2	146-2	143-6	144-7	148-7	149-1	158-2	164-1	44-8
Cheese, Canadian, mild.....	lb.	100-0	174-6	163-9	164-9	164-4	164-4	164-9	165-9	166-3	166-3	167-3	34-8
Bread, white.....	lb.	100-0	106-5	106-3	106-3	106-3	106-3	106-3	106-3	106-3	106-3	106-3	6-7
Flour, first grade.....	lb.	100-0	127-3	127-3	127-3	124-2	124-2	124-2	124-2	124-2	124-2	124-2	4-1
Rolled oats, bulk.....	lb.	100-0	112-0	114-0	114-0	114-0	114-0	114-0	114-0	114-0	114-0	114-0	5-7
Corn flakes, 8 oz.....	pkg.	100-0	101-1	100-0	100-0	100-0	100-0	100-0	100-0	100-0	100-0	100-0	9-2
Tomatoes, canned, 2½'s.....	tin	100-0	129-9	138-7	137-7	136-8	136-8	137-7	137-7	137-7	137-7	137-7	14-6
Peas, canned, 2's.....	tin	100-0	117-5	123-3	122-5	122-5	121-7	121-7	121-7	121-7	121-7	121-7	14-6
Corn, canned, 2's.....	tin	100-0	128-3	134-5	133-6	132-7	132-7	132-7	131-9	132-7	132-7	132-7	15-0
Beans, dry.....	lb.	100-0	129-4	133-3	133-3	133-3	133-3	133-3	135-3	135-3	135-3	137-3	7-0
Onions.....	lb.	100-0	108-2	124-5	112-2	108-2	140-8	128-6	130-6	138-8	144-9	155-1	7-6
Potatoes.....	15 lb.	100-0	89-9	128-4	126-8	141-2	204-9	148-5	151-5	155-5	158-2	160-4	52-6
Prunes, medium.....	lb.	100-0	115-8	122-8	122-8	121-1	120-2	120-2	122-8	134-2	136-0	136-8	15-6
Raisins, seedless, bulk.....	lb.	100-0	104-0	115-9	102-6	106-6	108-6	108-6	108-6	121-2	123-8	127-8	19-3
Oranges, medium size.....	doz.	100-0	132-5	141-6	142-7	147-1	153-6	156-0	154-3	147-1	146-4	153-9	45-1
Lemons, medium size.....	doz.	100-0	111-3	144-0	145-5	140-9	145-2	147-1	156-0	147-7	146-2	145-5	47-3
Jam, strawberry, 16 oz.....	jar.	100-0	111-3	115-1	114-5	115-1	114-5	115-1	115-1	116-3	118-7	122-4	20-1
Peaches, 20 oz.....	tin.	100-0	101-5	†108-1	104-6	104-1	105-1	105-6	105-1	105-1	105-6	105-6	20-8
Marmalade, orange, 16 oz.....	jar	100-0	118-3	130-3	129-6	129-6	128-9	128-9	128-9	129-6	130-3	131-1	17-8
Corn syrup, 2 lb.....	tin	100-0	138-0	155-7	155-3	158-8	158-2	157-7	157-7	158-2	157-7	157-7	27-0
Sugar, granulated.....	lb.	100-0	132-3	132-3	132-3	132-3	132-3	132-3	132-3	132-3	132-3	132-3	8-6
Sugar, yellow.....	lb.	100-0	131-3	134-9	134-9	134-9	134-9	134-9	134-9	134-9	134-9	134-9	8-5
Coffee.....	lb.	100-0	141-6	131-1	131-1	131-1	131-4	131-7	131-7	131-7	131-7	132-0	44-6
Tea, black, ½ lb.....	pkg.	100-0	145-2	131-6	131-6	131-6	131-6	131-6	131-6	131-6	131-6	131-6	38-7

* Descriptions and units of sale apply to April 1946 prices.

† Nominal price.

TABLE IV.—RETAIL PRICES OF STAPLE FOODS

	Beef					Veal, boneless fronts, per lb.	Lamb, leg roast, per lb.	Pork			Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A", medium or large, per dozen	Milk, per quart	Butter, creamery, printe, per lb.	Cheese, Canadian, mild, per lb.	Bread, plain, white, per lb.	Flour, first grade per lb.	Rolled oats, bulk, per lb.	Corn flakes, 8 oz. package	
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled, per lb.	Blade roast, per lb.	Stewing, per lb.			Fresh loins, per lb.	Fresh shoulder, per lb.	Bacon, side, med., sliced, per lb.											Fresh loins, per lb.
P.E.I.																					
1—Charlottetown.....	44-2	40-7	37-8	28-0	22-7	...	...	40-7	35-5	48-7	20-4	20-1	42-3	9-0	47-1	35-2	7-3	4-6	6-0	10-0
Nova Scotia—																					
2—Halifax.....	44-6	41-3	37-7	26-9	23-9	23-8	45-8	44-0	30-3	51-4	20-5	20-3	47-5	11-0	46-9	36-1	8-0	4-5	6-2	9-9	
3—New Glasgow.....	45-7	43-1	42-3	26-8	23-4	...	46-6	44-4	33-1	50-7	20-1	20-2	45-6	10-0	47-3	36-8	7-3	4-8	6-2	10-0	
4—Sydney.....	48-3	43-4	36-4	29-7	24-3	...	47-3	44-7	32-7	50-5	20-3	20-1	48-5	12-0	47-1	37-2	7-3	4-6	5-7	9-9	
5—Truro.....	42-6	41-5	37-6	28-6	18-3	...	46-7	42-0	30-8	49-9	20-4	20-6	46-9	10-0	46-7	37-0	6-7	4-9	6-0	9-9	
New Brunswick—																					
6—Fredericton.....	46-6	42-4	46-4	27-0	20-3	29-5	...	40-5	32-7	50-5	20-6	19-9	44-9	10-0	46-8	34-3	7-3	4-8	6-3	9-4	
7—Moncton.....	45-3	41-5	42-1	27-1	21-1	30-0	...	42-8	33-3	53-1	19-5	20-1	44-5	10-9	46-7	35-0	8-0	4-5	5-9	10-0	
8—Saint John.....	45-6	43-1	38-6	26-8	22-9	30-0	46-6	44-7	32-3	51-1	20-0	20-0	46-0	11-0	47-0	34-7	7-3	4-2	6-0	9-7	
Quebec—																					
9—Chicoutimi.....	42-7	38-8	38-3	27-6	22-0	...	...	32-7	32-1	54-8	21-0	21-2	52-7	10-0	44-8	33-5	6-7	4-3	...	9-9
10—Hull.....	41-6	39-6	38-9	25-6	19-5	29-7	43-7	34-6	30-7	51-7	18-7	19-5	44-5	10-0	44-3	30-7	5-3	3-8	5-5	9-4	
11—Montreal.....	43-1	40-4	43-4	24-6	20-3	27-3	44-0	36-5	29-8	50-7	19-1	19-4	45-9	10-5	45-5	34-5	6-0	3-7	5-8	9-1	
12—Quebec.....	42-2	38-5	41-9	24-3	18-9	30-3	43-6	36-3	29-8	49-1	20-0	19-8	45-1	10-0	45-5	35-0	5-5	3-6	5-9	9-6	
13—St. Hyacinthe.....	37-4	35-7	36-2	24-1	19-1	31-5	38-3	33-1	29-2	48-5	20-4	19-4	41-8	9-0	44-4	33-0	5-3	4-1	6-0	9-8	
14—St. Johns.....	45-0	41-3	43-7	27-7	18-0	35-0	...	...	31-7	52-3	19-8	19-8	43-9	9-0	44-0	33-0	5-3	4-1	...	9-7
15—Sherbrooke.....	43-6	40-3	40-6	26-5	18-7	33-6	37-3	29-0	47-1	19-3	19-7	45-2	10-0	44-2	34-8	5-3	4-2	6-0	9-8
16—Sorel.....	41-1	37-2	41-9	25-2	19-7	39-5	36-5	29-7	51-9	20-1	20-0	44-3	9-0	45-1	32-9	5-3	4-1	5-3	10-0
17—Thetford Mines.....	35-5	36-4	...	25-6	18-5	...	...	26-0	26-3	39-2	18-4	19-6	43-5	9-0	44-5	32-3	5-3	4-0	5-3	9-6
18—Three Rivers.....	40-0	37-2	36-4	24-7	20-8	...	...	33-2	28-7	50-3	20-6	19-8	44-0	10-0	44-8	34-5	6-0	3-9	5-4	9-6
Ontario—																					
19—Belleville.....	41-8	38-4	39-8	25-4	19-6	27-7	43-0	44-4	34-3	52-0	20-3	19-2	41-9	10-0	45-2	32-5	6-7	4-2	5-4	8-6	
20—Brantford.....	43-8	40-6	40-3	25-9	19-0	30-0	45-0	42-4	31-7	51-2	20-1	19-7	42-4	10-0	45-2	35-5	6-7	4-2	5-6	9-1	
21—Brockville.....	46-4	42-6	45-0	26-0	22-6	...	...	40-2	31-4	50-4	19-2	19-3	41-5	10-0	44-3	31-7	6-3	4-1	5-4	8-8
22—Chatham.....	43-3	39-7	41-0	25-6	20-6	30-5	45-0	41-5	34-6	51-1	20-1	19-9	42-0	10-0	44-6	35-8	5-3	4-1	5-1	8-7	
23—Cornwall.....	44-0	41-0	40-7	26-0	18-2	...	...	41-1	33-6	52-6	20-0	19-3	40-2	10-0	45-1	32-5	6-0	3-9	5-7	9-1
24—Fort William.....	43-4	39-7	37-6	25-4	22-0	...	44-0	...	...	51-0	18-9	19-4	45-9	11-0	44-5	33-0	6-0	3-9	5-1	8-8
25—Galt.....	43-6	40-3	40-0	25-0	22-4	30-0	45-6	41-0	31-7	54-4	20-5	19-4	41-6	10-0	45-0	36-8	6-7	4-0	5-8	8-8	
26—Guelph.....	44-3	40-9	41-4	26-9	24-2	32-4	45-6	43-9	33-5	49-8	20-1	19-7	41-0	10-0	45-3	35-9	6-0	4-1	5-7	8-8	
27—Hamilton.....	44-0	40-6	41-7	25-5	22-7	29-9	44-6	43-3	31-9	52-9	19-5	19-3	43-5	11-0	45-5	37-8	6-0	4-2	5-5	8-8	
28—Kingston.....	43-9	39-4	40-4	25-8	18-9	29-3	44-1	41-3	31-3	52-3	19-9	19-5	42-3	10-0	44-4	32-8	6-0	4-3	5-4	9-2	
29—Kitchener.....	43-0	40-1	41-6	25-4	22-7	30-5	44-1	43-5	31-4	52-3	19-9	19-9	41-3	10-0	45-1	34-0	6-3	4-0	6-1	8-8	
30—London.....	43-7	40-3	41-2	25-7	22-0	30-0	44-2	43-9	30-8	51-1	19-9	19-4	44-1	10-0	45-2	34-4	6-0	4-0	5-6	8-8	
31—Niagara Falls.....	43-0	39-6	41-0	24-8	20-2	29-8	44-1	43-8	30-5	49-8	20-5	19-4	42-7	10-5	45-4	32-2	6-0	4-1	5-7	8-8	
32—North Bay.....	43-6	40-4	41-8	25-7	19-3	31-5	44-3	...	...	48-1	20-4	19-9	45-9	11-0	45-3	...	6-7	4-2	6-7	9-7
33—Oshawa.....	43-3	40-9	43-0	25-4	21-8	30-3	...	43-9	31-8	52-1	20-3	19-6	42-9	10-0	45-1	33-9	6-0	4-0	5-6	9-0	
34—Ottawa.....	44-5	41-3	42-9	26-0	21-9	30-0	44-9	40-3	31-2	54-6	19-7	19-2	43-8	10-0	44-5	31-7	6-7	3-8	5-9	8-8	

COAL AND RENTALS IN CANADA, MAY, 1946

Canned Vegetables			Beans, common, dry white, per lb.	Onions, cooking per lb.	Potatoes per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen.	Jam, strawberry, per 32 oz. jar	Peaches, choice, per 20 oz. tin	Marmalade, orange per 32 oz. jar	Corn syrup per 2 lb. tin	Sugar		Coffee, medium, per lb.	Tea, black, medium per ½ lb. package	Coal		Rent (a)	
Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, choice, per 20 oz. tin	Corn, choice, per 20 oz. tin												Granulated, per lb.	Yellow per lb.			Anthracite, per ton	Bituminous, per ton		
cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$	\$	
15-1	15-5	15-8	6-6	7-9	46-0	15-3	20-8	48-5	65-4	39-3	22-6	38-2	29-2	8-6	8-1	53-4	38-0	.....	11-90	24-00-28-00(b)	1
14-7	14-7	15-0	7-0	7-8	51-5	15-6	19-2	52-4	54-0	43-9	21-8	37-6	29-2	8-5	8-3	49-7	38-0	.....	12-63	27-50-31-50	2
15-0	14-7	15-1	7-0	7-3	54-4	16-0	19-3	51-8	53-3	44-0	22-0	37-8	28-9	8-2	8-2	51-7	38-0	.....	.....	16-00-20-00	3
.....	15-0	14-9	6-8	7-2	53-5	16-5	20-7	51-0	57-6	42-6	21-3	38-3	28-9	8-6	8-4	49-7	37-8	.....	7-08	18-00-22-00(b)	4
15-0	14-8	15-3	7-0	8-1	51-0	15-9	19-6	49-7	58-7	41-2	21-0	37-6	29-9	8-7	8-7	50-3	38-0	.....	11-75	26-50-30-50	5
15-0	15-0	15-1	6-9	7-9	48-9	16-0	18-9	46-3	57-6	42-7	20-7	39-4	29-3	8-5	8-3	49-5	37-9	.....	12-41	21-00-25-00(b)	6
15-2	15-0	14-9	6-9	7-3	48-8	16-7	21-0	48-9	54-3	41-7	21-0	38-1	28-7	9-0	8-9	51-0	38-0	.....	11-91	26-00-30-00(b)	7
15-0	14-8	14-8	6-9	7-5	49-2	16-1	17-6	52-4	56-1	43-1	20-9	36-6	29-0	8-5	8-3	47-8	38-0	.....	13-03	20-50-24-50(b)	8
14-7	15-0	15-2	6-9	8-6	60-6	15-7	18-5	50-7	55-0	41-8	.....	39-4	28-4	8-6	8-2	52-4	39-9	18-00	.....	.....	9
13-7	14-5	14-9	7-4	6-8	53-7	14-1	17-9	37-2	44-9	37-3	.....	35-8	27-5	8-3	8-1	45-4	38-9	16-75	.....	15-50-19-50	10
13-5	14-1	14-3	6-9	7-3	51-4	15-5	19-1	42-9	40-7	38-9	20-7	35-4	26-9	8-0	8-0	46-8	39-5	16-75	.....	23-00-27-00(b)	11
14-2	14-6	14-7	6-8	7-8	51-1	15-6	19-9	46-0	50-3	40-9	.....	37-2	28-4	8-1	7-9	43-8	39-9	16-00	.....	27-50-31-50(b)	12
14-0	14-7	15-2	7-8	8-2	55-7	15-1	17-5	47-9	47-6	40-5	.....	36-5	28-8	8-0	7-8	42-9	40-3	15-75	.....	16-00-20-00(b)	13
14-0	15-0	15-0	6-5	8-4	53-5	14-9	19-4	47-0	47-5	39-3	.....	37-3	28-3	8-0	7-9	41-6	40-0	15-50	.....	.....	14
14-1	14-7	15-0	6-5	7-1	52-0	14-7	20-0	47-2	47-0	41-0	.....	38-5	28-6	8-0	8-0	41-1	39-4	17-50	.....	20-00-24-00(b)	15
14-4	14-7	15-3	7-7	8-1	53-7	16-3	19-6	43-7	50-0	42-6	.....	37-6	29-4	7-9	7-7	46-7	39-4	16-25	.....	.....	16
14-5	14-7	15-4	6-9	7-7	53-7	15-3	19-2	48-4	47-6	39-7	.....	38-4	28-4	8-1	7-6	47-5	39-4	19-00	.....	14-00-18-00(b)	17
14-5	14-7	14-7	7-0	8-1	54-8	15-9	19-3	42-7	49-0	40-6	.....	37-6	28-4	8-4	8-0	46-9	40-0	16-00	.....	20-00-24-00(b)	18
13-0	14-1	14-7	6-4	7-7	51-7	15-9	17-6	42-9	46-4	38-8	20-0	34-1	26-6	8-4	8-3	44-7	39-0	16-00	.....	.....	19
14-1	14-4	14-9	6-8	7-4	53-2	16-2	18-7	47-1	45-9	38-3	.....	34-0	26-5	8-3	8-3	45-9	39-2	16-00	.....	22-00-26-00	20
14-0	14-2	14-7	6-5	7-3	53-4	16-9	18-7	48-0	47-7	.....	19-7	35-9	27-8	8-3	8-1	45-2	38-4	16-00	.....	20-00-24-00	21
.....	14-7	14-7	6-0	7-8	55-0	.....	22-0	38-4	41-8	.....	.....	34-4	26-3	8-6	8-5	41-6	38-2	16-00	.....	21-50-25-50	22
14-5	14-6	15-0	6-8	7-1	50-9	15-0	19-7	38-3	45-2	.....	.....	34-7	26-6	8-2	8-2	45-3	38-6	16-50	.....	23-00-27-00(b)	23
14-1	14-4	14-4	6-5	7-9	48-9	14-9	19-4	44-1	48-3	38-4	20-6	36-2	25-9	8-7	8-6	41-3	38-1	16-80	.....	25-50-29-50	24
13-9	14-2	14-5	6-7	7-5	53-5	14-3	20-9	44-1	47-5	40-0	.....	33-3	25-6	8-5	8-3	44-2	39-4	16-00	.....	22-00-26-00	25
14-2	14-5	14-7	6-6	7-5	52-6	16-7	18-3	44-3	45-7	39-0	19-0	33-8	25-7	8-5	8-4	44-1	38-6	16-00	.....	22-50-26-50	26
13-6	13-9	14-4	6-3	7-3	52-5	16-2	18-5	47-6	46-0	40-5	19-4	34-1	25-9	8-1	8-1	42-7	39-2	15-50	.....	26-50-30-50	27
13-7	14-1	14-5	6-7	7-0	51-3	16-7	19-3	48-3	45-6	39-0	.....	36-0	26-8	8-0	7-9	43-8	38-9	16-00	.....	29-50-33-50	28
14-3	14-3	14-5	6-8	7-2	53-2	16-1	18-3	40-2	48-2	37-7	20-3	34-2	26-0	8-6	8-5	41-7	39-4	16-00	.....	27-50-31-50	29
14-7	14-3	15-1	6-7	7-2	54-4	.....	18-3	45-1	44-3	40-2	.....	33-4	25-4	8-6	8-4	43-6	39-3	16-50	.....	26-50-30-50	30
13-2	13-3	14-5	6-0	7-1	53-8	16-0	19-0	45-1	44-6	40-5	19-3	34-0	25-2	8-6	8-6	44-3	39-5	14-63	.....	25-00-29-00	31
14-0	14-3	14-8	6-5	7-5	53-4	15-6	21-6	46-9	49-6	.....	20-0	35-2	27-9	9-0	8-9	49-7	39-6	17-25	.....	23-00-27-00	32
13-7	13-8	14-3	7-2	7-5	53-1	15-4	.....	43-7	46-1	.....	20-3	34-9	25-5	8-5	8-2	46-0	39-5	16-00	.....	25-50-29-50	33
14-4	14-4	14-7	6-9	7-9	50-7	15-9	19-7	43-4	46-4	39-4	.....	36-3	27-3	8-3	8-0	44-0	38-9	16-75	.....	31-00-35-00	34

TABLE IV—RETAIL PRICES OF STAPLE FOODS

	Beef					Veal, boneless fronts per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, med., sliced, per lb.	Lard, pure, per lb. package	Shortening, vegetable, per lb. package	Eggs, grade "A", medium or large, per dozen	Milk per quart	Butter, creamery, prints, per lb.	Cheese, Canadian, mild, per lb.	Bread, plain, white, per lb.	Flour, first grade per lb.	Rolled oats, bulk, per lb.	Corn flakes, 8 oz. package
	Sirloin steak, per lb.	Round steak, per lb.	Rib roast, prime, rolled per lb.	Blade roast, per lb.	Stewing, per lb.			Fresh loina, per lb.	Fresh shoulder, per lb.												cts.	cts.
35—Owen Sound.....	42-9	40-1	40-3	25-7	23-1	.....	.....	43-0	31-9	50-4	20-0	19-4	40-0	10-0	45-2	.....	6-0	4-1	5-4	9-4
36—Peterborough.....	45-1	41-4	42-1	26-0	21-6	33-0	44-3	44-0	31-0	52-6	20-3	19-2	40-5	10-0	45-0	34-7	6-0	4-3	5-5	8-6
37—Port Arthur.....	42-8	39-2	38-4	24-8	22-4	29-3	41-0	41-5	31-3	53-3	19-0	19-2	45-6	11-0	44-8	35-2	6-3	4-1	5-3	9-0
38—St. Catharines.....	43-6	40-4	42-0	25-4	.....	30-7	.....	44-3	30-0	54-7	20-7	19-5	43-3	10-5	45-5	35-2	6-0	4-1	5-5	8-9
39—St. Thomas.....	44-1	40-9	41-5	25-9	23-0	30-1	46-5	42-9	33-9	51-3	20-8	20-1	43-1	10-0	45-5	34-3	6-0	4-2	5-9	9-2
40—Sarnia.....	43-7	40-7	41-9	28-1	22-5	33-3	43-3	42-4	31-6	51-9	20-4	20-1	43-9	10-0	45-8	33-3	6-0	4-0	6-2	9-3
41—Sault Ste. Marie.....	43-2	40-0	39-4	26-6	22-1	.....	42-5	41-0	33-0	50-6	19-1	19-2	45-2	11-0	44-3	33-6	6-7	4-0	5-7	8-9
42—Stratford.....	42-2	39-8	40-5	25-5	23-0	.....	.....	42-3	29-8	51-3	19-5	20-1	40-2	10-0	45-2	36-7	5-3	3-9	6-0	9-1
43—Sudbury.....	42-8	39-9	40-3	25-7	23-3	27-3	41-4	42-0	32-0	49-1	20-1	19-8	45-8	11-0	44-1	34-1	6-7	4-1	6-4	9-1
44—Timmins.....	44-3	41-0	41-7	26-3	21-7	29-7	42-5	.....	.....	47-5	20-5	19-7	45-5	12-0	44-7	35-6	6-7	4-3	.....	9-4
45—Toronto.....	44-5	40-6	41-8	26-1	22-8	30-5	44-9	44-7	28-6	54-8	19-5	19-2	44-5	11-0	45-3	37-6	6-7	4-2	5-5	8-6
46—Welland.....	41-7	39-0	41-0	25-7	22-1	29-7	.....	43-7	32-2	48-4	20-5	20-4	40-2	11-0	45-0	36-0	6-7	4-2	5-1	8-8
47—Windsor.....	43-6	40-3	41-4	25-0	23-3	.....	43-6	44-4	32-9	50-6	19-9	19-7	42-9	11-0	44-8	36-3	6-0	4-1	5-0	8-8
48—Woodstock.....	.....	.....	.....	.....	.....	.....	.....	41-0	28-7	50-4	20-1	19-6	42-2	10-0	45-0	32-3	6-0	3-8	5-9	8-8
Manitoba—																				
49—Brandon.....	43-2	39-7	40-7	24-8	19-6	.....	42-7	42-7	32-0	52-2	18-5	21-0	41-3	10-0	42-6	.....	7-1	3-8	5-7	9-0
50—Winnipeg.....	42-3	37-9	35-9	24-8	21-0	27-3	41-1	41-7	33-3	54-4	18-4	19-7	43-5	10-0	42-5	34-6	8-0	3-7	5-2	8-7
Saskatchewan—																				
51—Moose Jaw.....	42-7	38-2	38-6	24-2	18-9	.....	42-7	38-7	29-3	50-6	18-3	20-9	.....	11-0	41-8	35-7	7-2	3-8	.....	8-8
52—Prince Albert.....	38-6	35-8	37-5	23-0	17-4	.....	38-7	.....	.....	51-7	18-7	21-2	41-0	10-0	43-0	34-1	6-0	4-1	.....	8-7
53—Regina.....	41-6	38-3	38-0	24-2	21-2	26-0	41-4	38-6	27-3	49-2	18-4	21-9	42-7	10-0	41-9	35-6	6-8	3-9	.....	9-1
54—Saskatoon.....	41-5	38-0	36-5	24-9	19-5	27-4	40-3	40-2	31-8	49-0	18-1	20-3	41-4	10-0	42-0	36-2	7-2	3-7	5-3	8-9
Alberta—																				
55—Calgary.....	43-2	38-8	39-8	24-8	21-2	26-7	40-6	.....	.....	53-6	18-1	20-4	42-3	10-0	43-0	36-0	7-2	3-9	5-4	8-7
56—Drumheller.....	41-7	37-7	38-2	25-3	20-3	.....	41-3	40-5	29-0	48-6	18-5	21-5	41-7	10-0	44-0	38-0	8-0	4-4	5-3	8-9
57—Edmonton.....	40-5	36-6	38-5	23-1	20-5	26-1	38-1	39-7	28-0	50-7	18-0	20-7	41-1	10-0	43-0	35-1	7-2	3-8	5-3	8-7
58—Lethbridge.....	42-0	37-4	37-0	24-2	17-8	25-0	40-5	39-3	29-0	47-1	19-0	21-6	41-7	10-0	43-0	.....	8-0	3-9	.....	8-7
British Columbia—																				
59—Nanaimo.....	47-0	41-8	44-2	28-0	24-8	.....	45-0	.....	.....	52-1	20-8	21-4	41-7	12-0	45-0	.....	9-0	4-3	.....	9-5
60—New Westminster.....	45-0	40-3	41-8	25-8	23-8	29-7	42-9	43-1	31-9	52-8	19-4	20-0	41-3	10-0	45-1	36-0	8-5	4-2	6-0	9-2
61—Prince Rupert.....	44-3	41-3	.....	.....	23-5	.....	.....	.....	.....	55-0	19-7	21-4	46-7	15-0	45-0	38-0	10-0	4-9	.....	9-7
62—Trail.....	44-5	40-7	43-5	25-8	25-0	.....	44-4	45-3	34-0	50-4	19-3	22-7	45-0	13-0	44-7	35-5	9-0	4-0	5-7	9-3
63—Vancouver.....	46-7	41-9	42-5	26-7	25-2	27-8	43-8	43-9	32-8	54-9	20-1	19-8	41-6	10-0	44-7	35-7	9-6	4-2	5-7	8-9
64—Victoria.....	45-6	42-1	43-7	26-9	23-8	31-4	45-0	43-9	33-0	52-3	20-1	20-9	42-0	11-0	45-0	36-7	9-0	4-3	6-5	9-0

COAL AND RENTALS IN CANADA, MAY 1946

Canned Vegetables			Beans, common, dry white, per lb.	Onions, cooking per lb.	Potatoes per 15 lbs.	Prunes, medium size, per lb.	Raisins, seedless, bulk, per lb.	Oranges, medium size, per dozen	Lemons, medium size, per dozen	Jam, strawberry, per 32 oz. jar	Peaches, choies, per 20 oz. tin	Marmalade, orange per 32 oz. jar	Corn syrup per 2 lb. tin	Sugar		Coffee, medium, per lb.	Tea, black, medium per 1/2 lb. package	Coal		Rent (a)	
Tomatoes, choies, 2 1/2 s (28 oz.) per tin	Peas, choies, per 20 oz. tin	Corn, choies, per 20 oz. tin												Granulated, per lb.	Yellow per lb.			\$	\$		\$
.....	14.3	14.3	6.9	7.1	54.9	15.2	18.3	46.7	48.3	38.0	.....	34.2	26.8	8.5	8.4	48.0	39.2	16.50	.....	16.00-20.00	35
13.4	13.8	14.6	6.5	7.9	52.3	16.0	21.2	44.2	48.4	41.0	.....	35.6	26.4	8.7	8.5	43.5	39.1	16.75	.....	24.00-28.00	36
14.2	14.5	13.3	6.3	8.1	51.9	15.3	19.4	45.4	49.0	38.7	20.8	35.9	25.4	8.5	8.3	41.1	38.1	16.80	.....	23.00-27.00	37
13.3	13.4	13.7	6.2	7.3	53.5	15.7	19.3	41.8	44.2	.....	18.6	33.6	26.4	8.5	8.2	43.9	39.5	15.75	.....	27.00-31.00	38
14.0	14.4	14.3	6.8	8.0	53.9	.....	20.3	48.9	45.9	38.0	21.0	34.3	26.3	8.7	8.6	45.3	40.0	16.00	.....	21.00-25.00	39
15.0	14.6	15.2	7.0	7.5	54.6	14.1	18.3	47.4	46.1	.....	20.3	34.8	26.8	8.8	8.7	45.2	39.4	16.50	.....	.....	40
14.7	14.7	15.0	6.2	7.4	55.0	15.9	.....	43.8	46.7	40.0	.....	34.8	26.6	8.6	8.6	40.9	39.0	17.00	.....	23.00-27.00	41
14.7	14.3	14.7	6.4	7.1	54.0	15.9	20.4	43.1	45.9	39.4	19.0	34.3	26.4	8.8	8.6	45.6	38.7	16.00	.....	21.50-25.50	42
14.3	14.6	14.8	6.5	7.4	55.1	16.6	20.3	43.8	50.1	41.0	.....	35.7	27.6	8.8	8.5	44.8	38.9	17.75	.....	28.00-32.00	43
.....	14.7	15.0	6.3	7.8	54.7	17.6	21.0	45.9	52.0	41.6	20.1	35.3	28.0	8.8	8.8	40.4	39.0	19.50	.....	27.50-31.50	44
13.6	13.9	14.2	6.3	7.4	52.7	15.5	17.8	45.5	45.1	39.3	.....	34.5	25.4	8.2	8.0	44.9	38.6	15.50	.....	32.50-36.50	45
14.0	13.6	14.6	7.9	7.1	53.2	.....	.....	43.2	44.1	.....	19.3	33.2	27.1	8.3	8.3	40.7	39.1	15.50	.....	.....	46
13.9	14.9	14.8	6.5	7.0	54.1	15.9	18.1	39.9	41.3	38.5	.....	33.6	26.1	8.2	8.0	43.2	38.7	16.00	.....	25.00-29.00	47
14.3	14.1	14.4	6.4	7.7	53.7	14.3	19.4	46.0	45.1	.....	20.3	34.8	26.3	8.6	8.6	45.4	39.1	16.00	.....	22.50-26.50	48
15.5	15.1	15.7	7.2	10.0	47.0	16.3	18.0	44.3	44.9	.....	21.8	37.2	25.0	9.2	9.0	45.6	38.0	.....	8.45	21.00-25.00	49
15.4	15.7	15.7	7.4	8.6	45.6	15.4	19.2	47.2	41.3	39.8	22.1	37.3	24.7	9.0	8.9	37.4	37.9	.....	12.95	26.00-30.00	50
16.7	15.3	16.3	7.1	7.9	44.5	16.4	19.9	42.2	44.8	.....	22.5	37.5	28.0	9.5	9.4	42.6	38.0	.....	10.30	22.50-26.50	51
16.8	15.9	16.5	7.3	7.8	44.4	16.2	18.3	43.4	47.8	41.3	23.1	38.6	28.5	9.9	9.6	41.7	38.1	.....	10.50	19.50-23.50	52
16.5	15.3	15.4	7.1	8.3	44.7	17.1	19.4	44.4	42.4	40.6	21.7	37.0	28.0	9.3	9.7	43.1	38.0	.....	11.50	28.50-32.50	53
17.5	16.5	16.7	7.5	7.8	44.6	16.3	21.2	49.3	49.3	42.5	22.4	36.7	27.4	9.7	9.9	45.1	37.8	.....	10.10	22.50 26.50	54
14.9	14.4	15.2	7.6	7.7	52.7	16.0	18.9	41.9	47.6	38.1	20.5	33.8	26.4	9.0	9.5	41.5	37.7	.....	8.25	26.00-30.00	55
17.8	15.9	16.3	7.7	7.1	54.9	15.6	22.3	40.1	47.7	42.1	22.7	35.7	28.0	9.5	9.7	42.7	38.0	.....	.....	21.00-25.00	56
15.1	14.8	15.4	7.7	7.9	53.6	15.5	18.7	44.7	44.1	41.5	21.1	34.7	26.2	9.2	9.2	43.6	37.6	.....	5.40	24.50-28.50	57
15.7	14.0	14.7	7.4	8.1	50.1	15.0	16.9	42.8	45.4	.....	20.9	34.0	26.2	9.3	9.5	44.5	37.5	.....	4.90	22.00-26.00	58
14.7	14.9	15.3	8.3	7.8	57.1	14.9	21.0	37.9	38.3	39.0	20.0	32.3	24.7	8.9	8.8	40.8	38.1	.....	.....	17.00-21.00	59
14.8	14.2	15.0	7.7	6.8	50.2	11.9	17.4	37.3	38.0	39.3	20.4	33.7	24.8	8.0	7.9	36.5	38.0	.....	13.00	20.50-24.50	60
16.0	15.8	16.6	8.1	8.8	61.1	14.3	17.4	53.7	45.3	38.5	21.2	32.0	26.5	8.7	8.6	44.0	38.7	.....	13.65	20.00-24.00	61
15.6	15.3	16.6	8.5	6.9	55.8	14.9	20.0	41.9	49.5	41.7	22.1	33.6	27.7	8.9	8.8	40.6	37.7	.....	10.75	23.00-27.00	62
14.6	14.3	14.8	7.4	7.5	62.6	14.4	19.3	44.1	36.9	37.4	19.6	30.4	24.4	8.0	8.1	40.2	37.8	.....	13.05	23.50-27.50	63
15.0	14.9	15.3	8.0	7.1	60.9	13.9	19.0	40.8	38.3	38.9	20.0	31.7	24.8	8.9	8.4	43.7	38.3	.....	13.30	21.00-25.00	64

(a) The basis of these figures is the record of rents collected in the 1941 census of housing. The movement since then has been determined from reports from real estate agents, the census averages being adjusted in accordance with the changes indicated by these reports.

(b) Rents marked (b) are for apartments or flats. Other rent figures are for single houses. Apartment or flat rents have been shown where this type of dwelling is more common than single houses.

The accompanying chart shows the trend of the cost of living and wholesale prices since the beginning of the present war compared with the trend in the period of 1914-1922.

Explanatory Note as to Cost-of-living Index

The index number of the cost of living was constructed on the basis of a survey of expenditure by 1,439 families of wage-earners and salaried workers with earnings between \$600 and \$2,800 in 1938. The average expenditure was \$1,413.90, divided as follows: food (31.3 per cent), \$443; shelter (19.1 per cent), \$269.50; fuel and light (6.4 per cent), \$90.50; clothing (11.7 per cent), \$165.80; home-furnishings (8.9 per cent), \$125.70; miscellaneous (22.6 per cent), \$319.40.

The last-named group includes health (4.3 per cent), \$60.80; personal care (1.7 per cent), \$23.90; transportation (5.6 per cent), \$79.30; recreation (5.8 per cent), \$82.10; life insurance (5.2 per cent), \$73.30. Other expenditure not directly represented in the index brought the total family living expenditure to \$1,453.80.

A description of the cost-of-living index, how it is calculated, and the complete list of items included in each of the principal groups, food, fuel, rent, clothing, home-furnishings, etc., with their weight, was published in the LABOUR GAZETTE for July, 1943, page 1057.

The control of prices under an Order in Council of November 1, 1941, P.C. 8527, became effective on December 1, 1941 (L.G., 1941, page 1371). The order provided that no person should sell any goods or supply services at prices higher than during the period September 15 to October 11, 1941, except under the regulations of the Wartime Prices and Trade Board. The activities of the Board in the operation of the price control policy are summarized from time to time in the LABOUR GAZETTE under the title *Price Control in Canada*.

Wholesale Prices, April, 1946

Wholesale price levels moved substantially higher between March and April as indicated by a gain of 2.6 points to 108.2 in the composite index. Gains mainly reflected higher ceiling prices for a number of important commodities including pork and pork products, iron and steel products, lumber and cotton and woollen items. Iron and steel products registered the sharpest rise, advancing 9.9 points to 127.9, reflecting upturns for pig iron and steel billets, steel bars, sheets, rails, pipe, car axles and certain hardware items. Animal products rose 3.6 points to 112.6, higher prices for canned lobster, live stock, bacon, ham, butter and lard outweighing minor losses in raw furs and eggs. A gain of 3.0 to 128.4 for wood, wood products and paper was due to increases in wrapping paper and pine, spruce, hemlock, fir and cedar lumber, while textile products were 2.7 points higher at 98.2 supported by strength in cotton knit goods, woollen hosiery and knit goods, and woollen cloth. An advance of 0.6 points to 103.0 for non-metallic minerals reflected higher quotations for dinner sets, coke, and gasoline and kerosene at Regina and Calgary. A gain of 0.4 to 97.8 for vegetable products was due to oranges, rye, molasses, potatoes and onions which overbalanced weakness in hay. Two groups, non-ferrous metals at 87.8 and chemicals and allied products at 95.7 were unchanged.

Canadian farm products rose 0.3 points to 107.5 between March and April due to increases in both field and animal products. Higher quotations for live stock and poultry outweighed lower prices for eggs to advance the animal products group 0.4 to 126.5, while field products moved 0.3 points higher to 96.2, supported by gains for rye, potatoes and onions which overbalanced lower hay quotations.

Labour and Industry in Nova Scotia, Ontario and Saskatchewan

THE Annual Reports of the Departments of Labour of the provinces of Nova Scotia, Ontario and Saskatchewan for 1945

were issued recently. A brief summary of each of these reports appears below.

Nova Scotia

The annual report of the Nova Scotia Department of Labour for the fiscal year ending November 30, 1945 states that the index number of reported employment as at November 1, 1945 was 193.6 as compared with 204.5 at the same date the preceding year. These figures are derived from reports of the Dominion Bureau of Statistics and are based on the 1926 average as 100.

The number of persons employed in the province at November 1, 1945, as reported by co-operating establishments, totalled 81,319 with per capita weekly earnings of \$30.15. Construction contracts awarded in Nova Scotia for eleven months in 1945 amounted to \$14,309,200, as compared with \$8,789,600 for the same period in 1944.

In the colliery districts the total shifts worked during the year amounted to 3,283,392 as compared with 3,501,869 the preceding year, a decrease of 218,477 shifts.

Strikes and Lockouts.—During the fiscal year 1944-1945 the stoppages of work numbered 32 with a time loss of 34,913 man working days, as compared with 46 stoppages with a time loss of 108,728 man working days during the preceding year. Of the stoppages in 1945, 11 were for one day or less, 16 did not exceed five days and five lasted for five days or more. The total number of workmen involved in all stoppages was 17,397. The Provincial Department of Labour was called upon to mediate in a number of disputes and grievances during the year. Several alleged infringements of the Industrial Standards Act and the Nova Scotia Labour Act were investigated promptly, and satisfactory adjustments were made in every case. Close co-operation with the Federal Industrial Relations officers was maintained.

New Legislation.—By the "Tradesmen's Qualification Act, 1945" (to come into force by Proclamation), the Governor in Council may prohibit from engaging in any trade to which the Act is declared to apply any person who has not a valid certificate of proficiency. These trades may be in the construction industry, building and repair of automobile

engines, radios, refrigerating machines; plumber, steam-fitter, gas-fitter, electrician, or any other trade which the Governor in Council may designate, other than certificated miners, certain railway employees and engine operators. The exceptions are provided for under the "Mines Act", the "Coal Mines Regulation Act", the "Board of Transport Commissioners", and the "Engine Operators Act", respectively.

The "Male Minimum Wage Act, 1945", which also comes into force by Proclamation, applies to all male employees in Nova Scotia, except farm labourers and domestic servants. It will be administered by a Board of Industrial Relations of five members, of which an official of the Provincial Department of Labour shall be chairman. The Board was given power to make an order fixing minimum wages after any necessary inquiry. It may apply the minimum wage so fixed "to all employees or to a group or class of employees in any industry, business, trade or occupation, or to any group or class of employees in all or in any two or more industries, businesses, trades or occupations"; fix a minimum wage applicable only in certain parts of the province; fix the minimum wage upon an hourly, weekly or monthly basis; establish a minimum rate for overtime; classify employees and several other details relating to the classification of workers and the payment of wages.

The "Engine Operators' Act, 1945", replaces the Act passed in 1944 and applies to compressor plants, including machinery and equipment used for compressing or storing air or other gas under pressure when the motive power driving such machinery and equipment exceeds 25 horse-power; steam boilers in excess of two horse-power; internal combustion engine plants and traction plants.

The "Nova Scotia Labour Act, 1945", is virtually a renewal of the Act passed in 1933 and which expired on May 1, 1945. It was designed to insure that Nova Scotians get first chance for jobs in the province.

The "Apprenticeship Amendment Act, 1945", amended the "Apprentice Act, 1937", so as to broaden the definition of "Inspector", and

also to shorten periods of apprenticeship and modify contracts of apprenticeship.

The "Workmen's Compensation Amendment Act, 1945" provides for increases in compensation to injured workmen and re-defines "service in employment of the Workmen's Compensation Board."

Following meetings between the Department's Secretary of the Buildings Trades Council and representatives of the building trades, new wage schedules for a number of the building trades were set up. These were approved by the Regional War Labour Board.

Wartime Labour Relations Board.—During the year this Board dealt with 89 applications under the Wartime Labour Relations Regulations, P. C. 1003. Certification of bargaining representatives was granted in 42 cases, while 17 applications were rejected. Of the remainder, ten applications were withdrawn by the applicants, and five asking leave to appeal were disposed of by the Board. There were six applications pending at the end of the fiscal year.

Ontario

In the twenty-sixth annual report of the Ontario Department of Labour for the fiscal year ending March 31, 1945, it is stated that a slight decline was indicated during that year, in wartime industrial activity in Ontario. The annual index number of employment as recorded by the Dominion Bureau of Statistics, based on the 1926 average as 100, stood at 184.6, as compared with 185.3 for 1944, the highest point recorded for any year in the province. At the close of the year under review the index number stood 1.3 points higher than at the beginning.

Manufacturing, over the whole group, showed considerable curtailment. The largest proportion of the loss was in the iron and steel industry, which however, was at a high level with an index number of 302.4, as compared with 112.5 for the fiscal year 1940.

In the non-manufacturing group the greatest expansion was recorded in the logging industry, with more moderate gains in trade, communications, services and transportation. Contractions in the volume of employment were reported in the construction and mining industries.

Industrial Disputes.—During the fiscal year, 1945, there were 67 strikes reported in Ontario in which 32,999 workers were involved in a time loss of 263,621 man-working days, as compared with 90 strikes, involving 31,947

Vocational Training.—The report of the Regional Director of Vocational Education and Training described the development of vocational training in the province during wartime and the changes made necessary during the transition to peace-time conditions. These changes were prompted, in part at least, by the need of developing other industrial skills than those required by the Armed Forces.

In the matter of "youth training" the province has been working on three projects. These were started before the war and continued, with essential modifications, during the war. They are the apprenticeship training centres at North Sydney, Sydney and Glace Bay, and provide "opportunity schools" for youth desiring vocational counselling, employment, or instruction that will help in getting a job, or promotion on the job. Classes and tutorial instruction are carried out in both daytime and evening.

Apprenticeship training is provided for potential workers, particularly in the construction industry, and is actively supported by the Canadian Construction Association, labour organizations and by financial assistance from the Federal Government.

workers in a loss of 134,840 man-working days in 1944.

Of these 67 strikes, 29 were settled within the first day, 59 lasted less than five days and 65 less than ten days. One strike which involved 13,346 workers lasted 18 days and one involving 15 workers lasted for 24 days. In 23 of the 67 strikes fewer than 50 workers were involved, in 29 fewer than 100 workers and in 53, fewer than 500 workers were involved.

Conciliation and Arbitration.—During the fiscal year conciliation officers of the Department of Labour were successful in bringing about satisfactory agreements in 21 disputes and also acted as arbitrators in 49 cases involving 200 grievances, which had passed through the various stages without agreement. Officers of the Department acted as returning officers in 64 plant elections for the Ontario Labour Relations Board; eight for the National Labour Relations Board; six for the Labour Court; and conducted 25 consent votes at the request of the parties concerned.

The conciliation officers investigated 36 cases of application for certification for the Ontario Labour Relations Board and two for the National Labour Relations Board. They also undertook 412 investigations into wage schedules in plants in all parts of the

Province for the Regional War Labour Board and five for the Industry and Labour Board.

Factory Inspection Branch.—A total of 735 plans for factory, shop, and office buildings having a total value of \$17,607,685 were approved by the Factory Inspection Branch during the year, as compared with 714 plans having a value of \$20,394,800 in 1944.

The Examiner of Reports and Designs made 126 field inspections to investigate special hazards reported by the factory inspectors and to facilitate the approval of building plans.

For the first time since the beginning of the war the number of industrial accidents reported to the Factory Inspection Branch showed a decrease as compared with the preceding year. There were 16,344 industrial accidents reported in 1945, of which 62 were fatal, as compared with 16,610 accidents including 68 fatalities, in 1944.

Examination of Operating Engineers.—The Board of Examiners of Operating Engineers issued 17,498 certificates of all grades during the year. Of these, 16,151 were renewal certificates, 1,037 were issued on examination, 20 were provisional, 25 duplicate and 265 were plant registration certificates. There were 2,093 candidates examined by the Board at 53 sessions at centres throughout the province during the year.

Boiler Inspection.—During the fiscal year, 1945, 459 designs were surveyed, registered and re-registered; 1935 new boilers and pressure vessels were inspected and a total of 3,217 second and final inspections were given 883 used boilers and pressure vessels following their complete overhaul. As required by the Factory, Shop and Office Building Act, 6,319 annual inspections were made of uninsured boilers and pressure vessels, as compared with 6,209 in 1944. The number of certificates issued by the Branch totalled 6,066.

Apprenticeship Branch.—Greater interest in apprenticeship was evidenced during the year, resulting in an increase in both the number of registrations and the number of

apprentices attending trade training classes. A total of 516 apprentices registered, as compared with 328 the previous year and 815 apprentices were receiving training at the end of the year, as compared with 601 the previous year. The increase in the number registered was divided as follows: 87 in the building industry, 79 in the motor vehicles repair trade and 22 in hair dressing.

Under an amendment of 1944, to the Apprenticeship Act, the regulations for the motor vehicle repair trade were modified so that only apprentices and certificated mechanics may now be employed in the repair of motor vehicles, with certain exceptions for minor repairs, adjustments and services.

The Apprenticeship Branch undertook the responsibility of rating, placing and supervising discharged members of the Armed Forces entering trades designated under the Apprenticeship Act.

Minimum Wage Act.—The number of employers who reported to the Minimum Wage Branch in 1945 was 21,404, covering 682,836 employees, of whom 243,234 were female workers, the largest number ever reported by the Branch and almost double the number reported in 1940.

Improved conditions in the matter of wages resulted in fewer complaints and fewer wage adjustments. Increase in wage rates were ordered for 36 employees in 24 establishments, as compared with 74 employees in 58 establishments in 1944. Arrears of wages amounting to \$123.13 were collected from three employers on behalf of three employees.

Regional War Labour Board.—The volume of work of the Regional War Labour Board continued unabated. In all, 8,846 cases were considered during the year, making a total of 24,729 since the inception of the Board. The Board paid tribute to the assistance and co-operation given it by both industry and labour in achieving its chief purpose, namely, the checking of inflation and guarding against any undue rise in the cost of living.

Saskatchewan

The Second Annual Report of the Department of Labour for the province of Saskatchewan covers the year ending December 31, 1945, for the first full calendar year since the Department was established in 1944. The report sets forth the activities of the several branches of the Department and outlines certain legislative changes designed to facilitate future administration.

Minimum Wage Act.—The Minimum Wage Act was amended to provide a penalty for an employer who accepts from an employee any

part of the minimum wage provided for under the Act. Another amendment to the Act is designed to increase the penalty for false or misleading statements in communications by an employer to the Department, or for interfering with, or obstructing an authorized representative of the minister in his duties. Still another amendment requires the payment to the Deputy Minister of back wages due an employee, who will in turn transmit the amount to the employee.

Administration of Minimum Wage Act.—During 1944, the Minimum Wage Act applied to eight cities and eight towns. In December of that year the Minimum Wage Board extended the Act to 13 additional towns. In 1945, wage sheet returns were completed by 4,835 firms having 31,325 employees (17,225 males and 14,100 females). Of the total number of employees 28,017 were employed full time, and 3,308 were employed on a part-time basis. There were 29,769 employees paid at the rate of wages for experienced employees and 1,556 received the wages of inexperienced employees. The report shows that in the cities 82.74 per cent of the employees received more than \$16.80 per week of 48 hours, the highest minimum wage in any Board Order governing cities. In the towns, 82.69 per cent received more than \$14 per week of 48 hours, the highest minimum rate in any Board Order for towns.

It is pointed out that owing to war conditions in 1945, the prevailing rate of wages in lumber mills was much higher than that set in the Minimum Wage Board Order.

During 1945, a total of \$8,634.60 arrears of wages were collected in the cities, compared with \$1,969.18 during 1944. A further amount of \$3,876 was collected in the towns in 1945.

The inspectors of the Board made 242 special investigations and 3,520 regular inspections.

Apprenticeship Act.—The provincial Apprenticeship Board, consisting of five members, was set up in April, 1945. Regulations governing apprenticeship were recommended by the Board and approved by representatives of the employers and employees in the motor vehicle repair trade, the building trades, the printing trades (weekly newspapers) and the electrical trade. During the year there were 52 apprentices indentured to 25 firms in the cities and three indentured to three firms in the towns. The numbers of apprentices by trades were: motor vehicle repairs 5, carpentry 35, bricklaying and masonry 2, painting and decorating 1, plumbing 3, sheet metal work 4, electrical 3, printing 2.

Conciliation Service.—There were three strikes in the province in 1945 which resulted in a time loss of slightly less than 1,700 man-working days. One of the strikes was in an industry not under provincial jurisdiction; a second was a one-day sympathy strike in meat-packing plants; and the third lasting two days, resulted in a time loss of about 120 man-working days. Two Boards of Conciliation were set up by the Minister during the year to "investigate, conciliate and report

upon" labour disputes. In one of these cases a settlement was effected by the Board and in the other case the Board was unable to achieve a settlement. This dispute remained unsettled at the end of the year, but up to that time no work stoppage had occurred.

In addition, the Department assisted informally in 27 disputes, 16 of which were settled, wholly or in part through the efforts of the Department. Some of the others were referred to the Labour Relations Board, at least one other was found to be under federal jurisdiction and in four cases, conciliation negotiations were proceeding at the end of the year.

Labour Relations Board.—A complete summary of the Saskatchewan Trade Union Act is included in the report, showing the powers held by the Labour Relations Board in connection with employer-union labour agreements. The Board was appointed in January, 1945, and is made up of representatives of the general public, two of organized labour, and two of employers, with an official of the Department, W. K. Bryden, as chairman.

During 1945, the Board held 29 meetings. In all, 213 applications and two references under section 18 of the Act were considered (disputes referred to the Board by agreement of both parties for final and binding decisions). In addition, 69 hearings were held in 1945. Of the 213 applications made to the Board during the year, 163 were disposed of, 42 were withdrawn and eight were pending at the end of the year.

A total of 174 applications, affecting 10,728 employees were for Orders to determine that a specified unit of employees was appropriate as a collective bargaining agency. Votes were conducted in 28 cases under the provisions of the Act, to determine the bargaining agency.

There were 18 applications for orders requiring employers to refrain from unfair labour practices, or other violations of the Act. Seven of these were granted, two were dismissed and nine were withdrawn. Seven of the withdrawals were due to satisfactory settlements arranged while the cases were under review.

Thirteen applications were made for the reinstatement of employees allegedly discharged contrary to the provisions of the Act and for reimbursement of these employees for the monetary loss suffered by reason of their discharge. Of these, six were granted, two were dismissed and five were withdrawn.

Four of the latter were satisfactorily settled while they were pending before the Board.

Steam Boilers Inspection Branch.—A total of 3,830 inspections were made under the provisions of the Steam Boilers Act; 2,479 under the Factories Act; and 1,472 under the Elevator and Hoists Act. Owing to the shortage of steel during the war, much equipment throughout the province was in poor condition. Numerous repairs were ordered during the year.

Engineers' examinations were conducted in three of the leading cities three times during the year and candidates were able to take examinations at any time at the Steam Boilers Branch in Regina. A total of 507 certificates was issued for all classes of engineers as a result of these examinations.

Accidents reported by industrial firms in 1945 numbered 367. Of these, one was fatal. There were 119 permits issued for the overtime employment of females.

Building Permits Issued and Residential Construction in Canada, 1945

THE Dominion Bureau of Statistics recently published a report of building permits issued in Canada during 1945. The value of the permits issued by 204 municipalities which make monthly returns to the Bureau totalled \$197,173,870 as compared with \$128,728,465 for 1944, a gain of 53·2 per cent.

The greatest percentage increase was reported by Saskatchewan and Prince Edward Island as shown by the comparison of the building permits issued by provinces for the years 1944 and 1945 in the table below.

commercial \$23,092,999; industrial \$31,891,709; institutional \$21,542,456; and other construction work \$2,769,765. Of this amount \$156,734,902 was for new construction and \$40,438,968 for additions.

The report stated that municipalities in Ontario showed the highest value of building permits, amounting to \$80,053,564. Quebec was second with \$50,250,668 and British Columbia third with \$24,671,705. The Prairie Provinces and the Maritime Provinces reported values of issued permits of \$35,821,779 and \$6,376,154 respectively. A percentage

Province	1945	1944	Percentage Variation + Increase - Decrease
Prince Edward Island.....	600,705	283,670	+111·8
Nova Scotia.....	4,101,950	3,971,420	+ 3·3
New Brunswick.....	1,673,499	1,227,879	+ 36·3
Quebec.....	50,250,668	38,933,871	+ 29·1
Ontario.....	80,053,564	46,793,136	+ 71·1
Manitoba.....	11,025,760	6,680,229	+ 65·1
Saskatchewan.....	7,457,215	2,715,680	+174·6
Alberta.....	17,338,804	10,584,572	+ 63·8
British Columbia.....	24,671,705	17,538,008	+ 40·7
Canada.....	197,173,870	128,728,465	+ 53·2

The value of the various classes of construction permits comprising the aggregate for 1945 was as follows: residential \$117,876;

distribution of building permits by type of construction and provinces for the year is shown in the table below.

Province	Permits	Residen- tial	Institu- tional	Com- mercial	Industrial	Other Building
Prince Edward Island.....	100·0	13·9	46·6	34·1	5·4	.....
Nova Scotia.....	100·0	61·6	13·1	21·4	3·5	0·4
New Brunswick.....	100·0	43·5	28·2	19·4	8·5	0·4
Quebec.....	100·0	54·5	11·0	13·3	19·2	2·0
Ontario.....	100·0	52·1	13·9	10·1	22·6	1·3
Manitoba.....	100·0	74·8	2·5	14·8	7·3	0·6
Saskatchewan.....	100·0	60·5	19·4	11·8	7·2	1·1
Alberta.....	100·0	83·3	1·5	10·2	3·5	1·5
British Columbia.....	100·0	73·9	6·6	10·7	7·5	1·3
Canada.....	100·0	59·8	10·9	11·7	16·2	1·4

The residential construction permits issued in Canada during the year resulted in the creation of 41,032 new dwelling units throughout the country and the conversion or reconversion of 5,928 existing structures. The greatest number of new units was for the construction of single dwellings which num-

bered 31,970. Semi-detached or doubles numbered 1,784, duplexes 1,890, triplexes 1,044, apartments 2,965, buildings containing business premises and apartments or flats 966, rows or terraces 235 and 178 unclassified.

The great bulk of this construction took place in the 12 principal cities although few cities in Canada were entirely excluded.

Australian Labour Statistics

The quarterly summary of Australian statistics published by the Australian Bureau of Census and Statistics reported that union membership in that country totalled 1,218,778 at the end of 1944. This membership was contained in 370 separate unions with 2,144 branches. The population of Australia, excluding full-blood Australian aboriginals, was estimated, subject to revision, at 7,341,715 as of December 31, 1944.

Industrial disputes during 1944 numbered 941, and involved 276,358 work-people employed in 1,192 establishments. A total of 912,752 lost work days was incurred which represented an estimated loss in wages of £1,111,729.

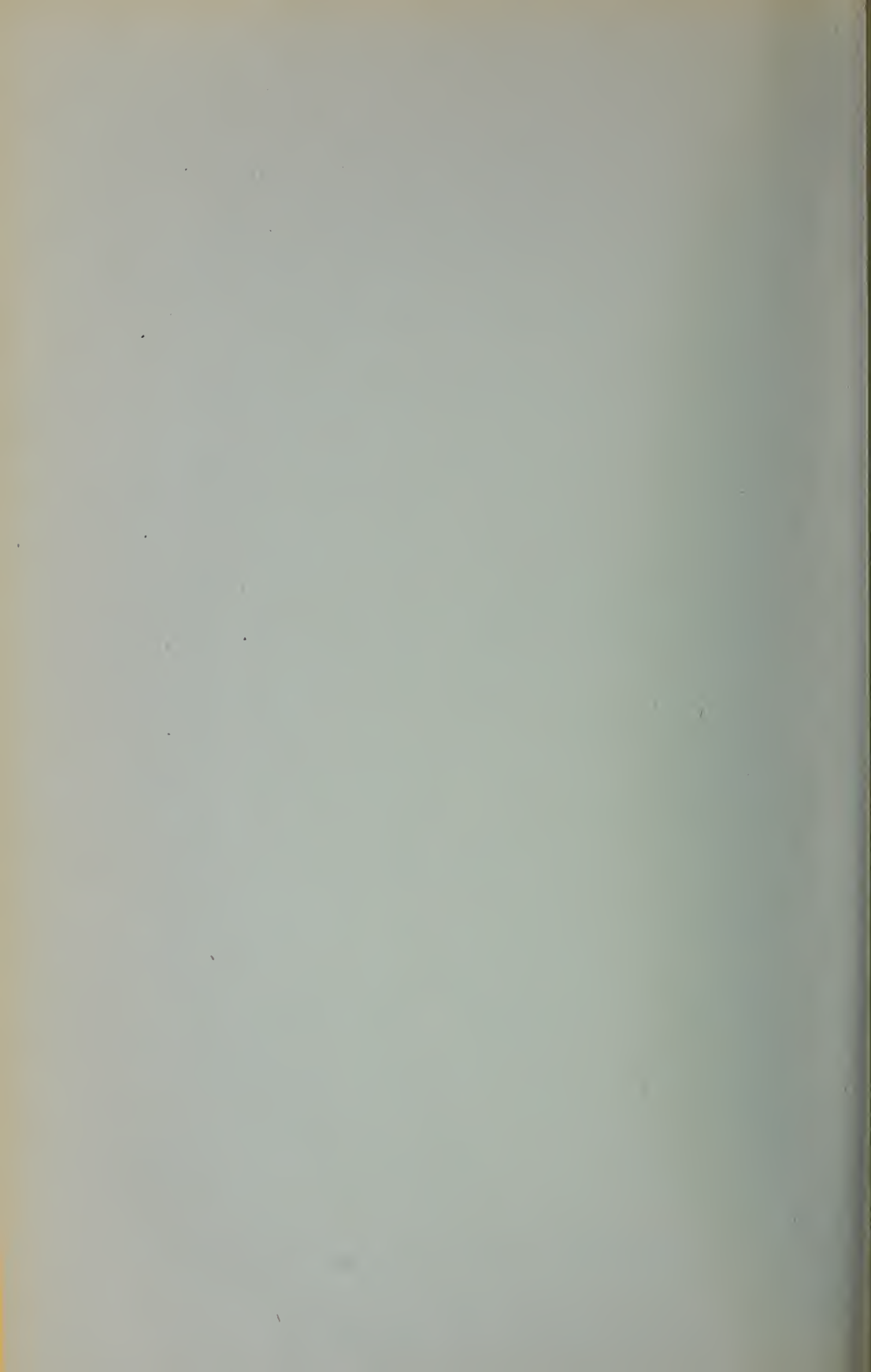
The weighted average for adult males and females in respect to average nominal weekly and hourly rates and weekly hours of labour in industrial occupations as of June 30, 1945 was as follows:

For Males

Weekly wage	119s.2d.
Hourly wage	2s.8½d.
Working hours	43.61

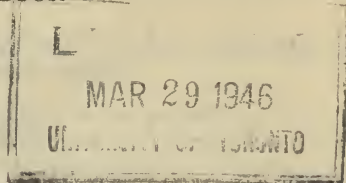
For Females

Weekly wage	71s.10d.
Hourly wage	1s.7½d.
Working hours	44.03





DEPARTMENT OF LABOUR
CANADA



WAGES AND HOURS IN THE
PRIMARY TEXTILES INDUSTRY
IN CANADA, 1944

(Issued as a supplement to the LABOUR GAZETTE February, 1946)

Minister—Hon. Humphrey Mitchell
Deputy Minister—Arthur MacNamara, LL.D.

OTTAWA
EDMOND CLOUTIER
PRINTER TO THE KING'S MOST EXCELLENT MAJESTY
1946

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WAGES AND HOURS IN THE PRIMARY TEXTILES INDUSTRY IN CANADA, 1944

The statistics of wages and hours printed in this supplement to the *LABOUR GAZETTE* have been collected and compiled by the Department of Labour on substantially the same basis as the data in the supplement published one year ago applying to the year 1943. The period covered was the complete pay period nearest to November 30, 1944.

The method of presenting the statistics in this and the last preceding report differ materially from the method employed in earlier years.

Previously, statistics of wage rates in this industry were published in a series of annual supplements which contained statistics of wages and hours for the principal industries in Canada. Sample wage rates were shown for the main occupations as reported to the Department by each of a representative number of employers. Averages of the rates for each occupation were not calculated for Canada as a whole or by regions as has been done for 1943 and 1944.

The coverage of the industry represented in this, as well as in the preceding report, is also much more complete than was the case in any other survey for which statistics have been published.

The total number of employees in the industry as shown by the annual census of manufacturing of the Dominion Bureau of Statistics was about 69,000 in 1943. Of the 346 establishments on the mailing list of the Department of Labour used in this survey of the industry, reports were obtained from 325 in 1944 having a total of approximately 60,000 employees. Workers covered in the selected occupations comprised 8,753 males and 18,245 females.

The tables which follow are arranged in this order: the first four apply to Canada as a whole and give wage data for the four main divisions of the Industry, namely:— Cotton Yarn and Cloth Industry, Woollen Yarn and Cloth Industry, Knitting Industry, and Rayon Industry.

The tables for Canada are followed by thirteen additional tables showing certain data for each of the four divisions of the Industry by province or region.

Most of the wage earners in the textile industry are paid on a piece rate basis. However, information on both time and piece workers is included.

The average straight time wages or earnings per hour are shown for all qualified employees eighteen years of age and over in each of the selected occupations on day and rotating shifts only. The figures are arithmetic averages and do not include any overtime premium earnings.

Data for male and female workers are shown separately for the same occupation. Information is not included for foremen and supervisors, learners and beginners, aged and handicapped workers, or for part-time workers.

Workers in the same occupation do not necessarily have the same work load. For example, one weaver might be operating two looms, another four and another six but all three are included as weavers. The work load tends to be heavier for males than for females.

Any of the selected occupations which did not have 30 or more male employees or 30 or more female employees was not included in the tables for Canada as a whole.

In the regional tables the minimum number was 10 employees, male or female. The figures for Canada, however, include all workers in the occupation regardless of the regional minimum.

The occupations for which data are shown in this report differ somewhat from those published in the previous report. Occupations were omitted from the Canada tables this year when there were less than 30 males or less than 30 females employed throughout Canada; similarly occupations were omitted from the regional tables when less than 10 males or females were employed. Also, a number of occupations were combined in a revision of the occupational code.

In the columns headed "Range of Wages Per Hour—Middle 80 Per Cent" are shown the ranges of hourly rates which include the middle 80 per cent of the workers in any of the occupations covered. Ten per cent of the workers were actually receiving hourly wages greater than the highest figure shown in the range and 10 per cent were receiving less than the lower figure. The purpose of this was to eliminate extremely high and extremely low wages but at the same time to show the ranges between which the great majority of the workers in each occupation fall. As stated above the wages for all workers, however, were included in the average wages shown.

TABLE I
COTTON YARN AND CLOTH INDUSTRY, NOVEMBER, 1944
CANADA

DEPARTMENT AND OCCUPATION	MALE			FEMALE		
	Number of Employees	Range of Wages Per Hour Middle 80% of Workers ¹	Average Wages Per Hour ²	Number of Employees	Range of Wages Per Hour Middle 80% of Workers ¹	Average Wages Per Hour ²
		\$	\$		\$	\$
OPENING AND PICKING—						
Picker Tenders.....	87	.44-.54	.484	—	—	—
CARDING—						
Card Tenders.....	180	.45-.53	.488	—	—	—
Grinders.....	108	.52-.66	.587	—	—	—
DRAWING AND COMBING—						
Drawing and Combing Tenders.....	43	.40-.54	.466	147	.34-.46	.392
FLY FRAMES—						
Fly Frame Tenders.....	116	.45-.61	.520	329	.37-.54	.450
SPINNING—						
Spinners (Ring).....	48	.38-.59	.491	875	.32-.50	.418
Doffers.....	225	.39-.61	.496	122	.32-.47	.380
Fixers.....	143	.52-.67	.583	—	—	—
SPOOLING—						
Spooler Tenders.....	—	—	—	318	.34-.51	.426
WARPING—						
Warper Tenders.....	—	—	—	84	.35-.50	.422
DRESSING—						
Slasher Tenders.....	79	.55-.66	.606	—	—	—
DRAWING-IN—						
Warp Tying Machine Operators.....	34	.48-.60	.591	—	—	—
Drawing-in Hands.....	—	—	—	85	.32-.53	.425
TWISTING—						
Twister Tenders.....	64	.41-.59	.481	138	.35-.52	.428
WEAVING—						
Weavers.....	485	.48-.67	.566	479	.40-.61	.492
Battery Hands.....	—	—	—	320	.32-.43	.364
Warp Hangers.....	53	.55-.63	.585	—	—	—
Loom Fixers.....	367	.64-.72	.677	—	—	—
NAPPING ROOM—						
Nappers.....	36	.43-.54	.471	—	—	—
YARN ROOM—						
Winder Tenders.....	—	—	—	713	.33-.55	.437
CLOTH ROOM—						
Inspectors.....	—	—	—	258	.32-.50	.396
DYE-HOUSE (COTTON AND RAYON) ³ —						
Operators.....	289	.39-.60	.484	—	—	—
MILL, GENERAL—YARD AND MECHANICAL—						
Skilled Tradesmen.....	368	.56-.80	.699	—	—	—

¹Middle 80 per cent of the workers covered by each occupation listed where there are 30 or more workers. In each case 10 per cent received more, 10 per cent received less than the range of wages shown.

²The figures are the arithmetic mean of the wages of all of the workers in the occupation on day and rotating shifts only, and do not include any overtime premium earnings.

³Includes operators in the Cotton Yarn and Cloth Industry and in the Rayon Industry.

TABLE II
WOOLLEN YARN AND CLOTH INDUSTRY, NOVEMBER, 1944
CANADA

DEPARTMENT AND OCCUPATION	MALE			FEMALE		
	Number of Employees	Range of Wages Per Hour Middle 80% of Workers ¹	Average Wages Per Hour ²	Number of Employees	Range of Wages Per Hour Middle 80% of Workers ¹	Average Wages Per Hour ²
		\$	\$		\$	\$
STOCK PREPARATION—						
Garnett and Wool Pickers.....	395	.41-.59	.474	—	—	—
CARDING—						
Card Tenders and Finishers.....	322	.40-.64	.499	94	.29-.50	.398
Card Strippers and Grinders.....	116	.42-.60	.502	—	—	—
COMBING—						
Comb and Gill Box Operators.....	—	—	—	51	.22-.48	.364
DRAWING—						
Mixing Gill, Draw Box and Draw Frame Operators.....	—	—	—	247	.30-.45	.375
WORSTED SPINNING—						
Worsted Spinning Frame Operators..	—	—	—	197	.30-.48	.393
WOOLLEN SPINNING—						
Mule and Frame Operators.....	388	.42-.78	.566	122	.28-.60	.420
TWISTING—						
Twisters.....	31	.45-.68	.577	246	.27-.46	.378
WINDING—						
Winders, Spoolers and Reelers.....	31	.32-.56	.441	819	.27-.50	.370
WARPING—						
Warpers and Beamers.....	99	.42-.75	.573	61	.26-.46	.360
DRAWING-IN—						
Drawing-in Hands.....	—	—	—	98	.29-.53	.39
WEAVING—						
Weavers.....	550	.42-.76	.581	825	.29-.63	.45
Loom Fixers.....	188	.52-.83	.672	—	—	—
BURLING AND MENDING—						
Burlers and Menders.....	—	—	—	615	.28-.69	.44
FINISHING—						
Wet and Dry Operators.....	557	.42-.67	.523	145	.26-.54	.36
Cloth Speckers.....	—	—	—	49	.26-.51	.36
DYEING—						
Dye Machine Operators.....	204	.40-.65	.520	—	—	—

¹Middle 80 per cent of the workers covered by each occupation listed where there are 30 or more workers. In each case 10 per cent received more, 10 per cent received less than the range of wages shown.

²The figures are the arithmetic mean of the wages of all of the workers in the occupation on day and rotating shift only, and do not include any overtime premium earnings.

TABLE III
KNITTING INDUSTRY, NOVEMBER, 1944
CANADA

DEPARTMENT AND OCCUPATION	MALE			FEMALE		
	Number of Employees	Range of Wages Per Hour Middle 80% of Workers ¹	Average Wages Per Hour ²	Number of Employees	Range of Wages Per Hour Middle 80% of Workers ¹	Average Wages Per Hour ²
		\$	\$		\$	\$
HOSIERY—						
Full Fashioned Footers.....	207	.52-1.10	.845	—	—	—
Full Fashioned Leggers.....	608	.62-1.01	.822	—	—	—
Full Fashioned Toppers.....	—	—	—	381	.33-.55	.441
Full Fashioned Helpers.....	—	—	—	—	—	—
Full Fashioned Combination.....	81	.70-1.11	.895	—	—	—
Loopers.....	—	—	—	750	.25-.55	.390
Sewing Machine Operators.....	—	—	—	400	.25-.61	.415
Hand Operators.....	—	—	—	1344	.27-.58	.405
Boarders.....	182	.38-.85	.609	166	.30-.65	.474
Dye-House Operators.....	96	.37-.72	.504	—	—	—
Circular Knitters.....	100	.37-.65	.517	634	.25-.53	.373
Twisters, Reelers, Winders ³	—	—	—	496	.27-.53	.390
Fixers Full Fashioned.....	40	.37-1.35	.828	—	—	—
Fixers Circular.....	117	.53-1.04	.777	—	—	—
UNDERWEAR AND OUTERWEAR—						
Circular Knitters.....	298	.40-.84	.596	316	.27-.55	.399
Flat Knitters.....	47	.34-.84	.561	70	.27-.58	.392
Cloth Finishers.....	85	.34-.59	.473	—	—	—
Sewing Machine Operators.....	—	—	—	2787	.28-.59	.418
Dye-House Operators.....	123	.32-.62	.474	—	—	—
Hand Operators.....	118	.38-.85	.592	1652	.28-.53	.392
Cutters.....	107	.42-.92	.656	350	.28-.63	.440
Fixers, Knitting.....	45	.48-1.02	.710	—	—	—

¹Middle 80 per cent of the workers covered by each occupation listed where there are 30 or more workers. In each case 10 per cent received more, 10 per cent received less than the range of wages shown.

²The figures are the arithmetic mean of the wages of all of the workers in the occupation on day and rotating shifts only, and do not include any overtime premium earnings.

³Twisters, Reelers and Winders in the Underwear and Outerwear Department are included here.

TABLE IV
 RAYON INDUSTRY, NOVEMBER, 1944
 CANADA

DEPARTMENT AND OCCUPATION	MALE			FEMALE		
	Number of Employees	Range of Wages Per Hour Middle 80% of Workers ¹	Average Wages Per Hour ²	Number of Employees	Range of Wages Per Hour Middle 80% of Workers ¹	Average Wages Per Hour ²
SPINNING (SPUN)—		\$	\$		\$	\$
Spinners.....	—	—	—	110	.34-.71	.468
THROWING—						
Throwers.....	73	.42-.55	.485	171	.30-.49	.378
WINDING AND PACKING—						
Winders.....	—	—	—	622	.29-.52	.396
WARPING—						
Warper Tenders.....	46	.42-.79	.568	72	.32-.58	.441
DRAWING-IN—						
Drawing-in and Twisting in Hands...	—	—	—	70	.30-.54	.418
DRESSING—						
Slasher Tenders.....	34	.41-.65	.529	—	—	—
WEAVING—						
Weavers.....	310	.45-.70	.576	292	.35-.62	.482
Battery Hands.....	—	—	—	85	.26-.36	.320
Warp Hangers.....	61	.46-.67	.589	—	—	—
Fixers.....	135	.62-.81	.728	—	—	—
CLOTH ROOM—						
Graders.....	42	.39-.71	.559	38	.28-.45	.370
MILL, GENERAL—YARD AND MECHANICAL—						
Skilled Tradesmen.....	192	.48-.78	.650	—	—	—

¹Middle 80 per cent of the workers covered by each occupation listed where there are 30 or more workers. In each case 10 per cent received more, 10 per cent received less than the range of wages shown.

²The figures are the arithmetic mean of the wages of all of the workers in the occupation on day and rotating shift only, and do not include any overtime premium earnings.

TABLE V
COTTON YARN AND CLOTH INDUSTRY, NOVEMBER, 1944
MARITIME PROVINCES

DEPARTMENT AND OCCUPATION	MALE				FEMALE			
	Number of Workers	Range of Wages Per Hour Middle 80% of Workers ¹	AVERAGE		Number of Workers	Range of Wages Per Hour Middle 80% of Workers ¹	AVERAGE	
			Wages Per Hour ²	Hours Per Week ³			Wages Per Hour ²	Hours Per Week ³
CARDING— Card Tenders.....	13	\$.44-.54	\$.472	47.8	—	—	—	—
DRAWING AND COMBING— Drawing and Combing Tenders...	—	—	—	—	19	.27-.46	.340	47.5
FLY FRAMES— Fly Frame Tenders.....	—	—	—	—	42	.35-.54	.423	48.9
SPINNING— Spinners (Ring).....	—	—	—	—	57	.33-.44	.394	47.5
Doffers.....	—	—	—	—	32	.32-.46	.352	47.8
SPOOLING— Spooler Tenders.....	—	—	—	—	54	.29-.46	.370	47.7
DRAWING-IN— Drawing-in Hands.....	—	—	—	—	13	.32-.51	.399	49.3
TWISTING— Twister Tenders.....	—	—	—	—	16	.32-.41	.375	46.9
WEAVING— Weavers.....	45	.46-.72	.626	47.5	59	.41-.64	.520	48.8
Battery Hands.....	—	—	—	—	54	.32-.41	.352	45.7
Loom Fixers.....	39	.60-.70	.675	48.0	—	—	—	—
YARN ROOM— Winder Tenders.....	—	—	—	—	36	.30-.73	.505	47.6
CLOTH ROOM— Inspectors.....	—	—	—	—	13	.32-.40	.350	49.1
MILL, GENERAL—YARD AND MECHANICAL— Skilled Tradesmen.....	41	.56-.91	.707	50.9	—	—	—	—

¹Middle 80 per cent of the workers covered by each occupation listed where there are 10 or more workers. In each case 10 per cent received more, 10 per cent received less than the range of wages shown.

²The figures are the arithmetic mean of the wages of all of the workers in the occupation on day and rotating shifts only, and do not include any overtime premium earnings.

³The figures are the arithmetic mean of the hours actually worked per week by all the workers in the occupation, during the pay period covered.

TABLE VI
COTTON YARN AND CLOTH INDUSTRY, NOVEMBER, 1944
QUEBEC

DEPARTMENT AND OCCUPATION	MALE				FEMALE			
	Number of Workers	Range of Wages Per Hour Middle 80% of Workers ¹	AVERAGE		Number of Workers	Range of Wages Per Hour Middle 80% of Workers ¹	AVERAGE	
			Wages Per Hour ²	Hours Per Week ³			Wages Per Hour ²	Hours Per Week ³
		\$	\$		\$	\$		
OPENING AND PICKING—								
Picker Tenders.....	49	.45-.53	.483	52.6	—	—	—	
Fixers.....	16	.55-.61	.580	55.0	—	—	—	
CARDING—								
Card Tenders.....	119	.48-.51	.488	53.6	—	—	—	
Grinders.....	75	.58-.66	.598	55.0	—	—	—	
DRAWING AND COMBING—								
Drawing and Combing Tenders...	38	.40-.53	.454	49.4	81	.37-.47	.409 45.2	
FLY FRAMES—								
Fly Frame Tenders.....	106	.45-.59	.512	51.5	174	.40-.53	.453 45.6	
SPINNING—								
Spinners (Ring).....	44	.38-.58	.485	50.4	570	.33-.50	.423 46.5	
Doffers.....	175	.38-.60	.478	48.1	55	.34-.47	.390 43.9	
Fixers.....	101	.55-.67	.590	53.7	—	—	—	
SPOOLING—								
Spooler Tenders.....	11	.38-.66	.524	53.1	202	.36-.54	.446 45.5	
WARPING—								
Warper Tenders.....	—	—	—	—	41	.36-.53	.431 47.9	
DRESSING—								
Slasher Tenders.....	40	.53-.65	.599	54.2	—	—	—	
DRAWING-IN—								
Warp Tying Machine Operators...	23	.51-.66	.588	47.6	—	—	—	
Drawing-in Hands.....	—	—	—	—	47	.34-.54	.431 42.2	
TWISTING—								
Twister Tenders.....	59	.41-.59	.482	50.4	75	.34-.53	.442 48.4	
Fixers.....	18	.50-.59	.568	56.2	—	—	—	
WEAVING—								
Weavers.....	282	.47-.60	.535	52.1	310	.40-.56	.485 46.3	
Battery Hands.....	—	—	—	—	188	.32-.45	.379 49.9	
Warp Hangers.....	53	.55-.63	.585	52.4	—	—	—	
Loom Fixers.....	227	.64-.73	.677	52.1	—	—	—	
NAPPING ROOM—								
Napper Tenders.....	18	.43-.48	.448	51.3	—	—	—	
YARN ROOM—								
Winder Tenders.....	—	—	—	—	442	.34-.53	.433 45.5	
CLOTH ROOM—								
Inspectors.....	11	.38-.53	.449	50.9	195	.32-.50	.404 45.0	
DYE-HOUSE (COTTON AND RAYON)⁴								
Operators.....	210	.39-.60	.478	49.6	—	—	—	
MILL, GENERAL—YARD AND MECHANICAL—								
Skilled Tradesmen.....	227	.55-.78	.701	54.0	—	—	—	

¹Middle 80 per cent of the workers covered by each occupation listed where there are 10 or more workers. In each case 10 per cent received more, 10 per cent received less than the range of wages shown.

²The figures are the arithmetic mean of the wages of all of the workers in the occupation on day and rotating shift only, and do not include any overtime premium earnings.

³The figures are the arithmetic mean of the hours actually worked per week by all the workers in the occupation during the pay period covered.

⁴Includes operators in the Cotton Yarn and Cloth Industry and in the Rayon Industry.

TABLE VII
COTTON YARN AND CLOTH INDUSTRY, NOVEMBER, 1944
ONTARIO

DEPARTMENT AND OCCUPATION	MALE				FEMALE			
	Number of Workers	Range of Wages Per Hour Middle 80% of Workers ¹	AVERAGE		Number of Workers	Range of Wages Per Hour Middle 80% of Workers ¹	AVERAGE	
			Wages Per Hour ²	Hours Per Week ³			Wages Per Hour ²	Hours Per Week ³
		\$	\$		\$	\$		
OPENING AND PICKING—								
Picker Tenders.....	29	.45-.56	.502	52.7	—	—	—	—
CARDING—								
Card Tenders.....	48	.43-.59	.491	52.0	13	.44-.54	.475	42.4
Grinders.....	28	.45-.67	.563	55.2	—	—	—	—
DRAWING AND COMBING—								
Drawing and Combing Tenders...	—	—	—	—	47	.34-.44	.383	46.9
FLY FRAMES—								
Fly Frame Tenders.....	—	—	—	—	113	.36-.56	.455	46.9
SPINNING—								
Spinner (Ring).....	—	—	—	—	248	.32-.49	.410	45.1
Doffers.....	45	.47-.63	.564	49.9	35	.32-.53	.390	43.9
Fixers.....	33	.46-.68	.579	55.4	—	—	—	—
SPOOLING—								
Spool Tenders.....	—	—	—	—	62	.33-.48	.412	48.5
WARPING—								
Warper Tenders.....	16	.50-.85	.674	48.3	35	.35-.50	.418	47.4
DRESSING—								
Slasher Tenders.....	33	.53-.68	.611	52.2	—	—	—	—
DRAWING-IN—								
Drawing-in Hands.....	—	—	—	—	25	.36-.53	.427	48.7
TWISTING—								
Twister Tenders.....	—	—	—	—	47	.38-.48	.424	47.0
WEAVING—								
Weavers.....	158	.48-.72	.602	50.4	110	.38-.64	.515	50.2
Battery Hands.....	—	—	—	—	78	.32-.38	.336	46.6
Loom Fixers.....	101	.64-.71	.676	52.1	—	—	—	—
NAPPING ROOM—								
Napper Tenders.....	13	.43-.54	.500	48.7	13	.38-.53	.452	44.9
YARN ROOM—								
Winder Tenders.....	—	—	—	—	235	.34-.54	.433	44.2
CLOTH ROOM—								
Inspectors.....	—	—	—	—	50	.31-.47	.375	48.4
DYE-HOUSE (COTTON AND RAYON) ⁴ —								
Operators.....	71	.45-.60	.507	52.4	—	—	—	—
MILL, GENERAL—YARD AND MECHANICAL—								
Skilled Tradesmen.....	100	.54-.85	.689	54.9	—	—	—	—

¹Middle 80 per cent of the workers covered by each occupation listed where there are 10 or more workers. In each case 10 per cent received more, 10 per cent received less than the range of wages shown.

²The figures are the arithmetic mean of the wages of all of the workers in the occupation on day and rotating shifts only, and do not include any overtime premium earnings.

³The figures are the arithmetic mean of the hours actually worked per week by all the workers in the occupation during the pay period covered.

⁴Includes operators in the Cotton Yarn and Cloth Industry and in the Rayon Industry.

TABLE VIII
WOOLLEN YARN AND CLOTH INDUSTRY, NOVEMBER, 1944
MARITIME PROVINCES

DEPARTMENT AND OCCUPATION	MALE				FEMALE			
	Number of Workers	Range of Wages Per Hour Middle 80% of Workers ¹	AVERAGE		Number of Workers	Range of Wages Per Hour Middle 80% of Workers ¹	AVERAGE	
			Wages Per Hour ²	Hours Per Week ³			Wages Per Hour ²	Hours Per Week ³
STOCK PREPARATION— Garnett and Wool Pickers.....	24	\$.37-.52	\$.450	53.9	—	\$ —	—	—
CARDING— Card Tenders and Finishers.....	40	.39-.60	.463	53.4	—	—	—	—
COMBING— Comb and Gill Box Operators....	—	—	—	—	17	.26-.39	.311	45.1
WORSTED SPINNING— Worsted Spinning Frame Operators	14	.33-.84	.573	52.4	14	.23-.46	.328	50.1
WOOLLEN SPINNING— Mule and Frame Operators.....	37	.38-.75	.505	46.0	—	—	—	—
TWISTING— Twisters.....	—	—	—	—	26	.24-.50	.333	47.9
WINDING— Winders, Spoolers and Reelers....	—	—	—	—	47	.16-.52	.308	46.9
WEAVING— Weavers.....	—	—	—	—	42	.25-.50	.375	47.4
FINISHING— Wet and Dry Operators.....	23	.33-.58	.481	49.6	10	.25-.68	.386	44.4

¹Middle 80 per cent of the workers covered by each occupation listed where there are 10 or more workers. In each case 10 per cent received more, 10 per cent received less than the range of wages shown.

²The figures are the arithmetic mean of the wages of all of the workers in the occupation on day and rotating shifts only, and do not include any overtime premium earnings.

³The figures are the arithmetic mean of the hours actually worked per week by all the workers in the occupation, during the pay period covered.

TABLE IX
WOOLLEN YARN AND CLOTH INDUSTRY, NOVEMBER, 1944
QUEBEC

DEPARTMENT AND OCCUPATION	MALE				FEMALE			
	Number of Workers	Range of Wages Per Hour Middle 80% of Workers ¹	AVERAGE		Number of Workers	Range of Wages Per Hour Middle 80% of Workers ¹	AVERAGE	
			Wages Per Hour ²	Hours Per Week ³			Wages Per Hour ²	Hours Per Week ³
		\$	\$		\$	\$		
STOCK PREPARATION— Garnett and Wool Pickers.....	125	.41-.46	.432	53.7	—	—	—	—
CARDING— Card Tenders and Finishers.....	63	.37-.59	.463	56.2	21	.29-.34	.315	52.0
Card Strippers and Grinders.....	45	.40-.52	.462	55.1	—	—	—	—
COMBING— Comb and Gill Box Operators....	—	—	—	—	13	.22-.38	.337	51.8
DRAWING— Mixing Gill, Draw Box and Draw Frame Operators.....	—	—	—	—	55	.31-.47	.361	54.0
WORSTED SPINNING— Worsted Spinning Frame Operators	—	—	—	—	27	.29-.47	.382	45.2
WOOLLEN SPINNING— Mule and Frame Operators.....	122	.42-.60	.511	52.8	23	.26-.52	.368	48.3
TWISTING— Twisters.....	—	—	—	—	42	.26-.41	.334	47.9
WINDING— Winders, Spoolers and Reelers....	16	.31-.56	.428	51.0	212	.25-.43	.344	49.7
WARPING— Warpers and Beamers.....	36	.38-.73	.544	51.1	18	.25-.43	.347	52.9
DRAWING-IN— Drawing-in Hands.....	—	—	—	—	27	.28-.44	.349	45.4
WEAVING— Weavers.....	304	.41-.71	.544	49.7	92	.35-.64	.492	44.7
Loom Fixers.....	61	.54-.83	.669	53.8	—	—	—	—
BURLING AND MENDING— Burlers and Menders.....	—	—	—	—	257	.25-.60	.379	47.6
FINISHING— Wet and Dry Operators.....	155	.41-.59	.485	54.5	48	.22-.34	.310	50.2
DYEING— Dye Machine Operators.....	46	.39-.56	.449	53.8	—	—	—	—

¹Middle 80 per cent of the workers covered by each occupation listed where there are 10 or more workers. In each case 10 per cent received more, 10 per cent received less than the range of wages shown.

²The figures are the arithmetic mean of the wages of all of the workers in the occupation on day and rotating shifts only, and do not include any overtime premium earnings.

³The figures are the arithmetic mean of the hours actually worked per week by all the workers in the occupation, during the pay period covered.

TABLE X
WOOLLEN YARN AND CLOTH INDUSTRY, NOVEMBER, 1944
ONTARIO

DEPARTMENT AND OCCUPATION	MALE				FEMALE			
	Number of Workers	Range of Wages Per Hour Middle 80% of Workers ¹	AVERAGE		Number of Workers	Range of Wages Per Hour Middle 80% of Workers ¹	AVERAGE	
			Wages Per Hour ²	Hours Per Week ³			Wages Per Hour ²	Hours Per Week ³
STOCK PREPARATION—		\$	\$			\$	\$	
Garnett and Wool Pickers.....	233	.41-.60	.500	52.2	17	.29-.40	.350	45.8
CARDING—								
Card Tenders and Finishers.....	202	.41-.68	.515	52.0	62	.34-.64	.434	48.4
Card Strippers and Grinders.....	65	.45-.68	.532	53.5	—	—	—	—
COMBING—								
Comb and Gill Box Operators.....	—	—	—	—	21	.29-.48	.423	49.1
DRAWING—								
Mixing Gill Draw Box and Draw Frame Operators.....	—	—	—	—	186	.30-.45	.386	46.4
WORSTED SPINNING—								
Worsted Spinning Frame Operators	—	—	—	—	156	.32-.48	.401	45.6
Worsted Spinning Doffers and Floor Hands.....	—	—	—	—	20	.25-.53	.391	43.5
WOOLLEN SPINNING—								
Mule and Frame Operators.....	219	.44-.86	.609	49.1	79	.28-.65	.448	45.9
Doffers and Floor Hands.....	14	.44-.62	.508	51.3	21	.28-.60	.409	43.1
TWISTING—								
Twisters.....	22	.45-.67	.585	52.7	178	.30-.48	.395	45.6
WINDING—								
Winders, Spoolers and Reelers....	14	.37-.65	.458	52.8	551	.29-.51	.394	44.8
WARPING—								
Warpers and Beamers.....	55	.45-.76	.605	51.0	32	.30-.49	.389	47.6
DRAWING-IN—								
Drawing-in Hands.....	—	—	—	—	60	.30-.55	.403	47.6
WEAVING—								
Weavers.....	242	.46-.84	.629	48.5	628	.30-.63	.466	47.8
Loom Fixers.....	115	.53-.83	.687	51.8	—	—	—	—
BURLING AND MENDING—								
Burlers and Menders.....	—	—	—	—	342	.31-.79	.492	44.9
FINISHING—								
Wet and Dry Operators.....	373	.43-.70	.543	53.2	81	.27-.59	.392	45.3
Cloth Speckers.....	—	—	—	—	44	.26-.52	.364	44.2
DYEING—								
Dye Machine Operators.....	149	.44-.66	.543	54.1	—	—	—	—

¹Middle 80 per cent of the workers covered by each occupation listed where there are 10 or more workers. In each case 10 per cent received more, 10 per cent received less than the range of wages shown.

²The figures are the arithmetic mean of the wages of all of the workers in the occupation on day and rotating shift only, and do not include any overtime premium earnings.

³The figures are the arithmetic mean of the hours actually worked per week by all the workers in the occupation during the pay period covered.

TABLE XI
WOOLLEN YARN AND CLOTH INDUSTRY, NOVEMBER, 1944
WESTERN PROVINCES¹

DEPARTMENT AND OCCUPATION	MALE				FEMALE			
	Number of Workers	Range of Wages Per Hour Middle 80% of Workers ²	AVERAGE		Number of Workers	Range of Wages Per Hour Middle 80% of Workers ²	AVERAGE	
			Wages Per Hour ³	Hours Per Week ⁴			Wages Per Hour ³	Hours Per Week ⁴
STOCK PREPARATION—		\$	\$		\$	\$		
Garnett and Wool Pickers.....	13	.34-.49	.447	57.0	—	—	—	—
CARDING—								
Card Tenders and Finishers.....	17	.44-.62	.518	54.8	—	—	—	—
WOOLLEN SPINNING—								
Mule and Frame Operators.....	10	.39-.91	.510	57.7	13	.26-.55	.366	42.7
WINDING—								
Winders, Spoolers and Reelers....	—	—	—	—	10	.24-.45	.358	42.6
WARPING—								
Warpers and Beamers.....	—	—	—	—	10	.26-.50	.354	41.7
WEAVING—								
Weavers.....	—	—	—	—	63	.26-.61	.361	41.9

¹Prairie Provinces and British Columbia.

²Middle 80 per cent of the workers covered by each occupation listed where there are 10 or more workers. In each case 10 per cent received more, 10 per cent received less than the range of wages shown.

³The figures are the arithmetic mean of the wages of all the workers in the occupation on day and rotating shifts only, and do not include any overtime premium earnings.

⁴The figures are the arithmetic mean of the hours actually worked per week by all the workers in the occupation, during the pay period covered.

TABLE XII
KNITTING INDUSTRY, NOVEMBER, 1944
MARITIME PROVINCES

DEPARTMENT AND OCCUPATION	MALE				FEMALE			
	Number of Workers	Range of Wages Per Hour Middle 80% of Workers ¹	AVERAGE		Number of Workers	Range of Wages Per Hour Middle 80% of Workers ¹	AVERAGE	
			Wages Per Hour ²	Hours Per Week ³			Wages Per Hour ²	Hours Per Week ³
		\$	\$		\$	\$		
HOSIERY—								
Loopers.....	—	—	—	—	44	.22-.52	.321	45.
Hand Operators.....	—	—	—	—	50	.22-.40	.303	47.
Dye-House Operators.....	18	.30-.62	.421	52.4	—	—	—	—
Circular Knitters.....	—	—	—	—	76	.27-.47	.316	45.
Twisters, Reelers, Winders ⁴	—	—	—	—	56	.27-.49	.346	40.
UNDERWEAR AND OUTER- WEAR—								
Circular Knitters.....	—	—	—	—	21	.27-.60	.375	47.
Sewing Machine Operators.....	—	—	—	—	235	.25-.51	.359	45.
Hand Operators.....	—	—	—	—	73	.23-.50	.320	46.
Cutters.....	10	.41-.95	.540	52.7	26	.36-.58	.356	45.

¹Middle 80 per cent of the workers covered by each occupation listed where there are 10 or more workers. In each case 10 per cent received more, 10 per cent received less than the range of wages shown.

²The figures are the arithmetic mean of the wages of all of the workers in the occupation on day and rotating shift only, and do not include any overtime premium earnings.

³The figures are the arithmetic mean of the hours actually worked per week by all the workers in the occupation during the pay period covered.

⁴Twisters, Reelers and Winders in the Underwear and Outerwear Department are included here.

TABLE XIII
KNITTING INDUSTRY, NOVEMBER, 1944
QUEBEC

DEPARTMENT AND OCCUPATION	MALE				FEMALE			
	Number of Workers	Range of Wages Per Hour Middle 80% of Workers ¹	AVERAGE		Number of Workers	Range of Wages Per Hour Middle 80% of Workers ¹	AVERAGE	
			Wages Per Hour ²	Hours Per Week ³			Wages Per Hour ²	Hours Per Week ³
		\$	\$		\$	\$		
HOSIERY—								
Full Fashioned Footers.....	150	.42-1.12	.830	48.0	—	—	—	—
Full Fashioned Leggers.....	414	.60-1.02	.814	47.9	—	—	—	—
Full Fashioned Toppers.....	17	.30-.62	.439	52.2	261	.33-.52	.425	48.2
Full Fashioned Helpers.....	19	.25-.59	.380	50.3	—	—	—	—
Full Fashioned Combination.....	64	.70-1.01	.865	50.7	—	—	—	—
Loopers.....	—	—	—	—	369	.23-.50	.358	46.2
Sewing Machine Operators.....	—	—	—	—	266	.25-.53	.377	47.5
Hand Operators.....	—	—	—	—	733	.25-.54	.379	46.8
Boarders.....	87	.36-.94	.610	46.7	39	.25-.70	.497	45.1
Dye-House Operators.....	29	.32-.57	.450	52.1	—	—	—	—
Circular Knitters.....	42	.36-.60	.472	49.5	186	.20-.45	.321	46.8
Twisters, Reelers, Winders ⁴	—	—	—	—	142	.25-.49	.358	45.8
Fixers Full Fashioned.....	22	.34-1.45	.878	53.4	—	—	—	—
Fixers Circular.....	30	.45-1.04	.720	50.6	—	—	—	—
UNDERWEAR AND OUTER-WEAR—								
Circular Knitters.....	125	.34-.75	.531	50.4	102	.23-.42	.325	47.1
Flat Knitters.....	20	.32-.62	.516	53.2	—	—	—	—
Cloth Finishers.....	29	.33-.59	.396	54.8	—	—	—	—
Sewing Machine Operators.....	—	—	—	—	813	.25-.54	.384	44.8
Dye-House Operators.....	44	.29-.50	.389	54.8	—	—	—	—
Hand Operators.....	72	.35-.84	.564	45.3	523	.26-.49	.360	42.9
Cutters.....	56	.43-.91	.659	47.6	48	.26-.48	.378	43.1
Fixers Knitting.....	19	.48-1.02	.650	52.5	—	—	—	—

¹Middle 80 per cent of the workers covered by each occupation listed where there are 10 or more workers. In each case 10 per cent received more, 10 per cent received less than the range of wages shown.

²The figures are the arithmetic mean of the wages of all of the workers in the occupation on day and rotating shifts only, and do not include any overtime premium earnings.

³The figures are the arithmetic mean of the hours actually worked per week by all the workers in the occupation, during the pay period covered.

⁴Twisters, Reelers and Winders in the Underwear and Outerwear Department are included here.

TABLE XIV
KNITTING INDUSTRY, NOVEMBER, 1944
ONTARIO

DEPARTMENT AND OCCUPATION	MALE				FEMALE			
	Number of Workers	Range of Wages Per Hour Middle 80% of Workers ¹	AVERAGE		Number of Workers	Range of Wages Per Hour Middle 80% of Workers ¹	AVERAGE	
			Wages Per Hour ²	Hours Per Week ³			Wages Per Hour ²	Hours Per Week ³
		\$	\$		\$	\$		
HOSIERY—								
Full Fashioned Footers.....	57	.72-1.09	.885	47.8	—	—	—	—
Full Fashioned Leggers.....	194	.66-1.00	.840	48.7	22	.45-.84	.583	45.
Full Fashioned Toppers.....	—	—	—	—	120	.36-.58	.474	44.
Full Fashioned Combination.....	17	.59-1.19	1.008	47.7	—	—	—	—
Loopers.....	—	—	—	—	334	.30-.59	.436	4.2
Sewing Machine Operators.....	—	—	—	—	132	.31-.68	.490	41.
Hand Operators.....	—	—	—	—	563	.30-.63	.448	43.
Boarders.....	94	.41-.84	.606	46.8	124	.30-.64	.468	43.
Dye-House Operators.....	49	.40-.87	.567	51.4	—	—	—	—
Circular Knitters.....	50	.35-.73	.539	50.4	372	.27-.55	.411	44.
Twisters Reelers, Winders ⁴	—	—	—	—	278	.30-.55	.416	43.
Fixers Full Fashioned.....	18	.59-1.02	.766	53.4	—	—	—	—
Fixers Circular.....	85	.59-1.04	.801	51.1	—	—	—	—
UNDERWEAR AND OUTER-WEAR—								
Circular Knitters.....	156	.43-.89	.644	48.5	172	.32-.62	.453	44.
Flat Knitters.....	27	.40-.89	.594	49.4	65	.27-.58	.389	45.
Cloth Finishers.....	47	.44-.64	.533	47.4	13	.38-.75	.543	40.
Sewing Machine Operators.....	—	—	—	—	1650	.32-.62	.445	40.
Dye-House Operators.....	76	.42-.62	.526	48.9	—	—	—	—
Hand Operators.....	40	.40-1.01	.651	45.5	1014	.30-.55	.414	41.
Cutters.....	38	.42-1.04	.669	47.4	262	.31-.64	.462	42.
Fixers, Sewing Machine.....	19	.54-1.11	.808	51.2	—	—	—	—
Fixers, Knitting.....	25	.54-1.02	.760	48.0	—	—	—	—

¹Middle 80 per cent of the workers covered by each occupation listed where there are 10 or more workers. In each case 10 per cent received more, 10 per cent received less than the range of wages shown.

²The figures are the arithmetic mean of the wages of all of the workers in the occupation on day and rotating shift only, and do not include any overtime premium earnings.

³The figures are the arithmetic mean of the hours actually worked per week by all the workers in the occupation during the pay period covered.

⁴Twisters, Reelers and Winders in the Underwear and Outerwear Department are included here.

TABLE XV
KNITTING INDUSTRY, NOVEMBER, 1944
WESTERN PROVINCES¹

DEPARTMENT AND OCCUPATION	MALE				FEMALE			
	Number of Workers	Range of Wages Per Hour Middle 80% of Workers ²	AVERAGE		Number of Workers	Range of Wages Per Hour Middle 80% of Workers ²	AVERAGE	
			Wages Per Hour ³	Hours Per Week ⁴			Wages Per Hour ³	Hours Per Week ⁴
		\$	\$		\$	\$		
UNDERWEAR AND OUTER-WEAR								
Circular Knitters.....	—	—	—	—	21	.28-.42	.343 41.7	
Sewing Machine Operators.....	—	—	—	—	89	.30-.61	.402 42.2	
Hand Operators.....	—	—	—	—	42	.30-.44	.381 43.0	
Cutters.....	—	—	—	—	14	.34-.52	.412 42.8	
Twisters, Reelers and Winders.....	—	—	—	—	20	.27-.63	.383 42.3	

¹Prairie Provinces and British Columbia.

²Middle 80 per cent of the workers covered by each occupation listed where there are 10 or more workers. In each case 10 per cent received more, 10 per cent received less than the range of wages shown.

³The figures are the arithmetic mean of the wages of all of the workers in the occupation on day and rotating shifts only, and do not include any overtime premium earnings.

⁴The figures are the arithmetic mean of the hours actually worked per week by all the workers in the occupation, during the pay period covered.

TABLE XVI
RAYON INDUSTRY, NOVEMBER, 1944
QUEBEC

DEPARTMENT AND OCCUPATION	MALE				FEMALE			
	Number of Workers	Range of Wages Per Hour Middle 80% of Workers ¹	AVERAGE		Number of Workers	Range of Wages Per Hour Middle 80% of Workers ¹	AVERAGE	
			Wages Per Hour ²	Hours Per Week ³			Wages Per Hour ²	Hours Per Week ³
		\$	\$		\$	\$		
SPINNING (SPUN)—								
Spinners.....	24	.32-.47	.392	53.2	62	.32-.51	.397	50.3
Doffers.....	12	.28-.41	.349	49.9	—	—	—	—
THROWING—								
Throwers.....	68	.42-.55	.482	54.3	136	.30-.47	.366	51.3
WINDING AND PACKING—								
Winders.....	19	.30-.42	.338	46.7	445	.28-.45	.357	47.7
WARPING—								
Warper Tenders.....	41	.42-.79	.553	52.2	65	.32-.57	.435	49.4
DRAWING-IN—								
Drawing-in and Twisting in Hands	14	.29-.59	.475	52.3	56	.30-.55	.418	49.3
DRESSING—								
Slashers.....	27	.41-.60	.492	56.8	—	—	—	—
WEAVING—								
Weavers.....	294	.44-.70	.574	49.2	233	.35-.61	.475	48.2
Battery Hands.....	—	—	—	—	83	.26-.36	.317	47.8
Warp Hangers.....	60	.46-.67	.590	51.2	—	—	—	—
Fixers.....	120	.62-.82	.729	52.0	—	—	—	—
CLOTH ROOM—								
Graders.....	42	.39-.71	.559	50.8	26	.41-.43	.355	51.6
MILL, GENERAL—YARD AND MECHANICAL—								
Skilled Tradesmen.....	177	.48-.78	.649	55.4	—	—	—	—

¹Middle 80 per cent of the workers covered by each occupation listed where there are 10 or more workers. In each case 10 per cent received more, 10 per cent received less than the range of wages shown.

²The figures are the arithmetic mean of the wages of all of the workers in the occupation on day and rotating shifts only, and do not include any overtime premium earnings.

³The figures are the arithmetic mean of the hours actually worked per week by all the workers in the occupation, during the pay period covered.

TABLE XVII
 RAYON INDUSTRY, NOVEMBER, 1944
 ONTARIO

DEPARTMENT AND OCCUPATION	MALE				FEMALE			
	Number of Workers	Range of Wages Per Hour Middle 80% of Workers ¹	AVERAGE		Number of Workers	Range of Wages Per Hour Middle 80% of Workers ¹	AVERAGE	
			Wages Per Hour ²	Hours Per Week ³			Wages Per Hour ²	Hours Per Week ³
SPINNING (SPUN)		\$	\$		\$	\$		
Spinners.....	—	—	—	—	48	.38-.76	.559	44.5
THROWING—								
Throwers.....	—	—	—	—	35	.37-.53	.425	44.0
WINDING AND PACKING—								
Winders.....	—	—	—	—	162	.37-.69	.498	44.9
WEAVING—								
Weavers.....	16	.48-.70	.604	50.3	59	.40-.63	.510	46.9
Fixers.....	15	.59-.80	.721	54.9	—	—	—	—
CLOTH ROOM—								
Graders.....	—	—	—	—	12	.24-.52	.400	48.3
MILL, GENERAL—YARD AND MECHANICAL—								
Skilled Tradesmen.....	15	.55-.77	.655	53.7	—	—	—	—

¹Middle 80 per cent of the workers covered by each occupation listed where there are 10 or more workers. In each case 10 per cent received more, 10 per cent received less than the range of wages shown.

²The figures are the arithmetic mean of the wages of all of the workers in the occupation on day and rotating shifts only, and do not include any overtime premium earnings.

³The figures are the arithmetic mean of the hours actually worked per week by all the workers in the occupation, during the pay period covered.

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DEPARTMENT OF LABOUR
OTTAWA, CANADA

Ms. 2

CANADIAN VOCATIONAL TRAINING

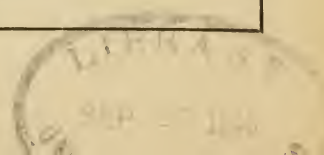
ANNUAL REPORT FOR 1945-46

Issued as a supplement to LABOUR GAZETTE

June, 1946

Minister — Hon. Humphrey Mitchell
Deputy Minister — Arthur MacNamara, C.M.G.

OTTAWA
EDMOND CLOUTIER
PRINTER TO THE KING'S MOST EXCELLENT MAJESTY
1946



OTTAWA, May 11, 1946.

HONOURABLE HUMPHREY MITCHELL, P.C. M.P.,
Minister of Labour,
Ottawa

SIR,—Clause 11 of the Vocational Training Co-ordination Act, 1942, provides that an annual report shall be prepared on the administration of the Act, and that such report shall be placed before Parliament within sixty days after the termination of each fiscal year, if Parliament is then sitting.

I have the honour to transmit herewith the report of the Director of Training for the fiscal year ended March 31, 1946.

Respectfully submitted,

A. MACNAMARA,
Deputy Minister of Labour.

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CANADIAN VOCATIONAL TRAINING

Introduction

A. MACNAMARA, ESQ., LL.D.,
Deputy Minister of Labour.

SIR,—The undersigned begs to report as follows for the fiscal year ended March 31, 1946, on the activities of the Training Branch which has been responsible for administering vocational training as authorized by the Vocational Training Co-ordination Act of 1942. This included the following main divisions, all carried on by means of Dominion-Provincial Agreements.

(1) Youth Training, for the training of young people, including assistance to students;

(2) War Emergency Training, for workers for industry, tradesmen for the Armed Forces and rehabilitation training for persons discharged from the Armed Forces;

(3) Apprentice Training, for the training of indentured apprentices under the jurisdiction of Provincial Apprenticeship Acts;

(4) The training for peacetime occupations of workers released from gainful employment;

(5) Dominion assistance to the provinces for the carrying on and development of vocational training on the secondary school level.

From the inception of Dominion-Provincial Training in 1937 up to March 31, 1946, the gross enrolment under Youth Training has been 283,300 and under War Emergency Training 477,963.

GROSS ENROLMENT DURING THE YEAR

Youth Training.....	5,062
Student Aid.....	2,471
Tradesmen for the Armed Forces	
R.C.A.F.	11
Army	2,760
Navy	383
Rehabilitation Training of Ex-Service Personnel.....	52,672
Industrial Classes	
Full-Time Classes.....	625
Part-Time Classes.....	709
Plant Schools.....	1,093
Supervisors and Foremen.....	36,417
	102,203
	102,203

The appropriations administered by the Training Branch during the year 1945-46 were as follows:

Youth Training.....	\$ 500,000
Apprentice Training.....	250,000
R.C.A.F. Tradesmen.....	15,000
Army, Navy and Industrial War Workers.....	800,000
Special Grants to Universities and Students.....	75,000
Supervisory Training.....	10,000
Retraining of Civilian Workers.....	1,500,000
Training for Discharged Members of the Forces.....	4,950,000
Assistance to Vocational Schools.....	2,000,000
Advisory Council.....	5,000
Administration	55,000
Assistance to Vocational Schools Capital Expenditures.....	3,000,000
Total	\$13,160,000
	\$13,160,000

The termination of hostilities brought about still another adaptation of the Dominion-Provincial Training Program. Started originally in the spring of 1937 as a depression measure to assist unemployed young people, it provided a skeleton establishment, which was rapidly expanded and the content of training given, modified to meet the demands made by the war in the training of workers for war industries and tradesmen for the Armed Forces. This phase was known as War Emergency Training. The termination of hostilities witnessed the end of War Emergency Training, and the organization, now under the name of Canadian Vocational Training, initiated training plans to meet the anticipated needs of the immediate post-war period.

During the past year War Emergency Training Agreements, Youth Training Agreements and Assistance to Vocational Schools Agreements were in effect in all provinces. Apprenticeship Agreements were in effect with all provinces, except Prince Edward Island and Quebec, and Agreements for the retraining of workers released from industry were completed with the Province of British Columbia, Alberta, Saskatchewan, and Nova Scotia. The decentralized method of administration, that had been in effect in past years, was continued and the necessary expansion of instructional and administrative and field staff was made, commensurate with the new and changed training demands.

The Vocational Training Advisory Council appointed under the authority of the Vocational Training Co-ordination Act, continued to advise the Minister on the general aspects of training plans. Only one full meeting of the Council was held during the year, but contact was maintained by correspondence and by local meetings of the members of Councils. The names of the Council members are listed in an appendix to this report.

Separate sections of the report deal with the details of training activities under the different headings:

- I Youth Training
- II Assistance to Students and Universities
- III Training of Industrial Workers and Service Tradesmen
- IV Training of Discharged Members of the Forces
- V Apprentice Training
- VI The retraining of Civilian Workers
- VII Dominion Assistance to Vocational Schools

I—Youth Training

The appropriation for the fiscal year 1945-46 was \$500,000 which was allotted among the provinces as shown in Table 1. Each province submitted to the Department of Labour a list of the various types of training which it proposed to carry on, and, on approval by the Minister of Labour, these were

TABLE 1—DOMINION-PROVINCIAL YOUTH TRAINING
DOMINION ALLOTMENTS AND PAYMENTS FOR YEAR ENDED MARCH 31, 1946

Province	Allotments	Payments	Payments
		For 1945-1946	For Previous Year
	\$ cts.	\$ cts.	\$ cts.
Prince Edward Island.....	12,000	6,273 98	.....
Nova Scotia.....	25,000	12,806 76	980 63
New Brunswick.....	35,000	25,960 16	2,166 68
Quebec.....	135,000	64,717 28	15,017 93
Ontario.....	75,000	14,225 00	31,974 00
Manitoba.....	15,000	2,095 72	102 25
Saskatchewan.....	35,000	20,979 35	1,104 88
Alberta.....	65,000	13,800 48	811 98
British Columbia.....	60,000	35,519 65	140 53
Totals.....	457,000	205,378 38	52,298 88

TABLE 2.—DOMINION PROVINCIAL YOUTH TRAINING
STATISTICS ON PERSONS GIVEN TRAINING DURING THE FISCAL YEAR ENDED MARCH 31, 1946

	Prince Edward Island	Nova Scotia	New Brun- swick	Quebec	Ontario	Mani- toba	Sask- atch- ewan	Alber- ta	British Colum- bia	Dom- inion Total
<i>A. Enrolled For Training During Year—</i>										
Male.....	118	162	214	1,792	154	15	1,467	266	216	4,404
Female.....	71	123	76	710	137	109	522	99	1,231	3,128
Total.....	189	285	290	2,502	291	124	1,989	365	1,497	7,532
<i>B. Total Number Given Training in the Various Types of Projects—</i>										
Agricultural and Rural Training Courses.....	120	15	181	1,207	.....	103	1,754	186	.....	3,546
Urban Occupational.....	44	162	4	.....	.....	.....	.....	.....	1,135	1,345
Home Service Training.....	.....	.....	.....	171	.....	.....	.....	.....	.....	171
Student Aid.....	25	108	105	1,124	291	21	255	179	362	2,470
Total.....	189	285	290	2,502	291	124	1,989	365	1,497	7,532
<i>C. Total Days of Training Given.....</i>										
.....	5,538	8,596	18,349	37,900	.....	4,052	19,510	3,448	9,133	103,526
<i>D. Numbers Who Completed Training from Youth Training Classes—</i>										
Male.....	86	18	.....	994	.....	.....	1,247	150	.....	2,495
Female.....	61	37	3	361	.....	77	363	36	264	1,202

incorporated into appropriate schedules, which set forth the regulations governing the operation of the different plans. As in previous years, those eligible for training were men and women between the ages of 16 and 30 (in some classes the maximum age could be increased to 35) and the approved costs were shared equally between the province and the Dominion.

The various classes carried on in the different provinces during the year were as follows, apart from assistance to students, which was in effect in all provinces:

Prince Edward Island.—Homemaking and handicrafts (women)—2; farm mechanics—2; carpentry—2; blacksmithing; egg and poultry grading (men and women).

Nova Scotia.—Industrial and Commercial training (men and women)—3; egg grading (men and women).

New Brunswick.—Rural homecraft and handicraft (women)—2; general agriculture (5 months' course)—5.

Quebec.—Homemaking and home service (women)—2; dairying—2; farm apprentices, poultry—3; egg grading—2; rug making (women); fisheries; potato culture; wood carving; weaving (for blind men and women); beekeeping—8; rural co-operatives and credit unions—9.

Manitoba.—Rural homecrafts and handicrafts (women)—5.

Saskatchewan.—Rural homecrafts and handicrafts (women)—10; farm mechanics (4 weeks' course)—2; farm implement repairs (3-day course)—12; general agriculture (2 weeks' course)—33; agriculture (5 months at University of Saskatchewan); farm mechanics (6 weeks' course at University of Saskatchewan).

Alberta.—Rural homecraft (women)—3; farm mechanics—8; general agriculture (Olds School—5 months).

British Columbia.—Power sewing (women); clothing remake (women)—10.

Total Classes—138.

II—Assistance to Students and Universities

One schedule of the Youth Training Agreement in each province was devoted to assistance to students and included not only university students, but, in many provinces, prospective teachers and nurses in training. Those eligible for assistance were students of good academic standing, who without financial assistance could not enter on or continue their course. The restrictions in effect in the past few years, giving special emphasis to assistance to those whose services would be needed in connection with the war effort, were lifted, and deserving students in any year of any faculty of a university, who were registered in a course leading to a degree, were eligible. At the discretion of the province, assistance could be given either as an outright grant or as a loan or as a combination of both. In most cases the assistance was given as a grant as is indicated in Table 3.

SPECIAL DOMINION STUDENT AID FUND

To supplement the Dominion-Provincial Student Aid Schedule, the Special Dominion Student Aid Fund commenced in previous years, was continued in some provinces, but with participation restricted to those students who had received assistance from the fund in a previous year. This special fund was utilized mainly for students who were non-residents in the province in which they were attending a university, and all payments were made solely by the Dominion, 50 per cent being given as a grant and 50 per cent as a loan.

SPECIAL DOMINION GRANTS TO UNIVERSITIES

As the acceleration of the courses in Medicine and Dentistry which had been started some years previous at the request of the Department of National

CANADIAN VOCATIONAL TRAINING

TABLE 3—ASSISTANCE TO STUDENTS DURING THE YEAR ENDED MARCH 31, 1946

PROVINCE	DOMINION-PROVINCIAL FUNDS										PROVINCIAL FUNDS		DOMINION FUNDS	
	Medicine	Dentistry	Nurses	Agriculture	Forestry	Social Work	Arts and Science	Engineering	Miscellaneous	Teachers	Grants	Loans	Grants	Loans
Prince Edward Island.....	11	1					3	1	1	8	787 50	2,137 50	787 50	2,137 50
Nova Scotia.....	10	5			1	4	5	19		46	2,368 25	3,406 25	2,368 25	3,406 25
New Brunswick.....	26	8			3		6	22	1	39		15,143 75		15,143 75
Quebec.....	161	45	280	23			237	131	126	108	73,517 00		73,517 00	
Ontario.....	47	4	2	1			85	56	9	37	16,757 50		16,757 50	
Manitoba.....	1		5				3	1	1			855 00		855 00
Saskatchewan.....	36	3	23	6			33	25	7	122	11,585 00	4,780 00	11,595 00	4,780 00
Alberta.....	16	4	19	4			19	47	2	68	12,779 25	375 00	12,779 25	375 00
British Columbia.....	72	10	22	7		4	120	50	23	54	27,976 70		27,976 70	
Total.....	380	80	351	41	4	8	511	352	170	532	145,781 20	26,697 50	145,781 20	26,697 50
SPECIAL DOMINION FUND														
Nova Scotia.....	4	2			1		2	9					2,743 50	2,743 50
Manitoba.....							1	9					1,242 50	1,242 50
Quebec.....	5	1					4	3					1,900 00	1,900 00
Total.....	9	3			1		7	21					5,886 00	5,886 00
GRAND TOTAL.....	389	83	351	41	5	8	518	373	170	532	145,781 20	26,697 50	151,067 20	32,583 50

Total Students, 2,470 Total Disbursements, \$356,729.40.

Defence, was still operating in some universities, the Training Branch of the Department of Labour continued its grants to such universities to assist them in meeting the additional costs incurred. During the year these grants amounted to approximately \$48,900 and were made to the following universities: Dalhousie, Laval, McGill, Queen's, Toronto, Western Ontario and Alberta.

III—War Emergency Training, Training of Industrial Workers and Service Tradesmen (Schedule "K")

As hostilities drew to a close there was a very marked contraction in this type of training, and during the year it was entirely discontinued, except for the streamlined courses for training foremen and supervisors.

There were no new enrolments in the R.C.A.F. classes and very few new enrolments in the Navy and Army tradesmen's classes. As each group of industrial trainees finished, the industrial classes and the plant schools were also closed. The expenditures and enrolments under this schedule are shown in Tables 4, 5, and 6.

TABLE 4—DOMINION-PROVINCIAL WAR EMERGENCY TRAINING

DOMINION ALLOTMENTS AND PAYMENTS FOR YEAR ENDED MARCH 31, 1946

	SCHEDULE "K" Industrial War Workers and Service Tradesmen			SCHEDULE "L" Discharged Members of Forces		
	Allotments 1945-6	Payments for 1945-6	Payments for Previous Years	Allotments 1945-6	Payments for 1945-6	Payments for Previous Years
	\$ cts.	\$ cts.	\$ cts.	\$ cts.	\$ cts.	\$ cts.
Prince Edward Island.....				30,000 00	24,186 00	7,182 27
Nova Scotia.....	40,000 00	36,661 10	25,618 03	247,000 00	165,552 88	5,223 50
New Brunswick.....	40,000 00	31,517 08	2,107 51	269,000 00	255,462 01	3,124 32
Quebec.....	150,000 00	111,371 26	148,993 60	435,000 00	152,684 22	22,977 29
Ontario.....	140,000 00	81,177 67	153,718 40	1,900,000 00	1,649,111 49	303,081 22
Manitoba.....	12,000 00	6,661 32	332 85	310,000 00	299,787 23	4,445 43
Saskatchewan.....	45,000 00	35,062 96	2,003 96	305,000 00	264,446 04	8,444 06
Alberta.....	38,000 00	27,676 21	8,368 76	475,000 00	367,986 82	22,555 11
British Columbia.....	35,000 00	27,187 01	2,137 79	261,000 00	240,451 51	8,351 44
Total.....	500,000 00	357,314 61	343,280 90	4,232,000 00	3,419,668 20	385,386 64

TABLE 5—APPROXIMATE EXPENDITURES UNDER WAR EMERGENCY TRAINING

FROM 1940 TO MARCH 31, 1946

Allowances to Trainees.....	\$ 9,514,059
Salaries of Instructors and Supervisors.....	9,330,413
Materials, Supplies, Hand Tools.....	2,010,397
Travelling Expenses.....	241,347
Machinery and Equipment.....	641,636
Alterations to Buildings.....	334,515
Operating Costs of Schools.....	1,365,325
Regional Administration.....	385,448
Total.....	\$ 23,823,140

This does not include expenditures for training discharged members of the Forces in 1945-46.

TABLE 6—WAR EMERGENCY TRAINING
TRAINING OF TRADESMEN YEAR ENDED MARCH 31, 1946

Dominion Summary	Enrolled April 1, 1945 to March 31, 1946	Completed Training April 1, 1945 to March 31, 1946	Discontinued Training April 1, 1945 to March 31, 1946
R.C.A.F. Tradesmen.....	11	7	3
Army Tradesmen.....	2760	2651	109
Navy Tradesmen.....	333	359	24
Plant Schools.....	Men..... 631	535	96
	Women..... 462	300	162
Full-Time Classes.....	Men..... 182	152	30
	Women..... 443	422	21
Part-Time Classes.....	Men..... 671	492	179
	Women..... 38	38	.....
Total.....	5,581	4,956	624

SUPERVISORY TRAINING

The interest and support of industry for the short intensive classes for training foremen and supervisors continued with a gross enrolment during the year of 36,417. There was a considerable expansion of this type of activity in many of the Civil Service Departments of the Dominion Government. Prior to the end of the fiscal year the Provincial Governments were all notified that after March 31 this type of training would be carried on, only in those provinces which indicated their willingness to co-operate with the Department of Labour by sharing the approved costs on a 50-50 basis. During the fiscal year just concluded, all costs were borne solely by the Dominion Department of Labour. The enrolment statistics are shown in Table 7.

TABLE 7—DOMINION-PROVINCIAL WAR EMERGENCY TRAINING
FOREMANSHIP AND SUPERVISORY TRAINING DURING THE FISCAL YEAR ENDED MARCH 31, 1946

Province	Job Instructor	Job Relations Series I	Job Relations Series II	Job Methods	Job Safety
Prince Edward Island.....	11	.....	.....	.....	.....
Nova Scotia.....	1,211	.....	1,159	252	385
New Brunswick.....	548	1	179	285	6
Quebec.....	6,550	351	2,830	1,885	1,193
Ontario.....	6,787	96	1,984	1,675	386
Manitoba.....	944	.....	333	337	169
Saskatchewan.....	456	35	216	222	96
Alberta.....	1,308	41	126	144	226
British Columbia.....	1,634	18	583	477	1,223
Total.....	19,449	542	7,460	5,277	3,689

Dominion Grand Total — 36,417.

IV—Training of Discharged Members of the Forces (Schedule “L”)

The training of discharged members of the Forces was carried on under one of the schedules (Schedule “L”) of the War Emergency Training Agreement, which expired on March 31, 1946. For the ensuing year this training will be transferred to the Re-Establishment Training Agreement and carried on as one of its schedules.

Rehabilitation training of veterans developed into the major responsibility of the Training Branch and the one which has given most serious concern to all connected with the administration of Canadian Vocational Training. Innumerable problems and difficulties, both of a minor and major nature, have been

encountered owing to the very rapid increase in the number of applicants in the last six months of the fiscal year, and to circumstances which were unforeseen twelve months ago.

The sudden ending of the war with Japan, the rapid acceleration in demobilization, the temporary dislocation of industry during the conversion period from war to peacetime production, coupled with the seasonal difficulties owing to the approach of winter, threw an unexpected and severe strain on this part of the joint Dominion-Provincial Training Programme. At the same time, serious difficulties and delays were experienced in obtaining the buildings, equipment, hand tools and supplies absolutely essential to carrying on efficient pre-employment training in many occupations desired by veterans. The end of the year, however, saw most of these difficulties overcome, and, generally speaking, training accommodation has been available for veterans as and when required in the great majority of occupations.

GENERAL ADMINISTRATION

The same method of administration was followed as in the previous year with all Provincial Governments co-operating with the Department of Labour in a field of education which, under the Constitution, is under the jurisdiction of the Provincial Governments. The programme in each province was administered by a Regional Director, who, within the broad terms of the policy laid down by the Dominion Government, had authority, at the discretion of himself and his advisory groups, to make whatever adaptations were necessary to meet the situation in each province, and to provide the types of training required, with facilities established, so far as possible, in accordance with the two following factors:

- (a) the number of veterans desiring training and approved for such training in different occupations by the Department of Veterans Affairs;
- (b) the anticipated field of employment in each occupation. It has been found almost impossible to estimate the latter factor with any degree of precision.

The staff of Canadian Vocational Training, administrative, field, supervisory and instructional personnel, has been greatly augmented as training developed. A summary of the staff employed on March 31, 1946, is given in Table 11. During the year Superintendents of Rehabilitation Training were appointed in all provinces, also Supervisors of Women's Training. In all appointments preference has been given to veterans with overseas service. The temporary nature of the work has made it difficult in many cases to obtain the highly qualified school directors and instructors required to give the discharged members of the forces adequate and efficient training.

The closest liaison was maintained with the Department of Veterans Affairs, through the central administration and through different district offices, which both D.V.A. and C.V.T. have established throughout the country. Equally close contact has been maintained with the offices of the National Employment Service at the local regional and national levels, in order to expedite placement in employment of men and women who completed their training, either in private schools or in C.V.T. training centres. The Bovey Commission on veterans' credits travelled across the country throughout the year, hearing representations from various groups representing veterans, Provincial Governments, employers, trade unions, educationalists, etc. The Commission has made many recommendations covering a broad field. Where the subject matter of the recommendations came under the jurisdiction of the Provincial Governments or of another department of the Federal Government, these recommendations were referred to the proper authorities for their consideration.

ENROLMENT

On March 31, 1945 there was a total enrolment in all types of training of 3,607. This increased as follows:

September 30—7,490; December 31—20,166; March 31, 1946—36,341.

During the month of January alone 10,750 new trainees were absorbed. At the end of the fiscal year the distribution of the enrolment in different types of training was as follows:

Correspondence courses—1.8 per cent; private trade schools and business colleges—12.8 per cent; Special C.V.T. vocational schools—38.1 per cent; Special C.V.T. pre-matriculation schools—27.1 per cent; training on the job in industry—20.2 per cent. The total number of man days training in the special C.V.T. training centres during the year was 1,917,786.

There has been a certain lack of balance in the numbers applying for training in the different occupations in spite of efforts of D.V.A. counsellors and C.V.T. Officials to divert applicants from occupations in which there appears to be danger of overcrowding. These occupations were: electricians, plumbers, radio technicians, watch repair, and, to a certain extent, motor mechanics and machinists. In other occupations, such as painting and decorating and plastering, the number of veterans enrolling appeared to be far below the anticipated demands of industry. It must be pointed out that Canadian Vocational Training was responsible for providing training in whatever occupation the individual veteran desired such training, and for which he had been approved by the Department of Veterans Affairs. If C.V.T. representatives were convinced that the veteran's choice of occupation was unwise for any reason or other, they called such matters to his or her attention, but if the applicant still persisted in his choice, he was not denied the opportunity to be trained. If the trainee failed to show the desirable aptitude and to make satisfactory progress, those facts were reported immediately to the Department of Veterans Affairs whose responsibility it then was to take appropriate action.

TRAINING FACILITIES

The training facilities were divided into the following main categories:

- (1) Correspondence Courses
- (2) Private trade schools and business colleges
- (3) Provincial or municipal vocational schools
- (4) Special C.V.T. schools, either vocational or pre-matriculation
- (5) Apprenticeship training in trades designated under the Provincial Apprenticeship Acts
- (6) Training on the job in industry

Use has been made during the year of approximately 106 private trade schools, 200 business colleges, 48 provincial or municipal schools, and 68 special C.V.T. training centres. C.V.T. training centres alone on March 31, 1946, had a capacity conservatively estimated in excess of 35,000 which is being increased by approximately 30 per cent in order to meet any possible demand that may arise in the fall of 1946.

Special C.V.T. training centres have been established in the following 38 cities, with more than one centre operating in many of the cities: Charlottetown, Halifax, North Sydney, Pictou, Windsor (N.S.), Saint John, Moncton, Edmundston, Three Rivers, Chicoutimi, Quebec, Montreal, Sherbrooke, Brockville, Prescott, Kingston, Toronto, Hamilton, Kitchener, London, Windsor, North Bay, Fort William, Winnipeg, St. Boniface, Brandon, Saskatoon, Prince Albert, Regina, Moose Jaw, Grande Prairie, Edmonton, Red Deer, Calgary, Medicine Hat, Nanaimo, Victoria, and Vancouver.

TABLE 8—REHABILITATION TRAINING IN CORRESPONDENCE COURSES AND PRE-MATRICULATION CLASSES

		Numbers in Training		Com-pletions	With drawals
		From April 1, 1945 to March 31, 1946	At End of March 31, 1946	From April 1, 1945 to March 31, 1946	From April 1, 1945 to March 31, 1946
<i>Dominion Summary—</i>					
Correspondence.....	(Men.....	770	640	33	97
	Women..	3	1	1	1
Pre-Matriculation.....	(Men.....	14,492	9,627	3,403	1,346
	Women..	331	239	51	40
Total.....		15,596	10,507	3,493	1,484
<i>Prince Edward Island—</i>					
Correspondence.....	(Men.....	4	4		
	Women..				
Pre-Matriculation.....	(Men.....	104	93	9	2
	Women..	1	1		
Total.....		109	98	9	2
<i>Nova Scotia—</i>					
Correspondence.....	(Men.....	13	9	2	2
	Women..				
Pre-Matriculation.....	(Men.....	155	95	30	30
	Women..	5	3	1	1
Total.....		173	107	33	33
<i>New Brunswick—</i>					
Correspondence.....	(Men.....	4			4
	Women..				
Pre-Matriculation.....	(Men.....	303	220	63	20
	Women..	4	4		
Total.....		311	224	63	24
<i>Quebec—</i>					
Correspondence.....	(Men.....	95	66	3	26
	Women..				
Pre-Matriculation.....	(Men.....	1,214	1,062	85	67
	Women..	3	3		
Total.....		1,312	1,131	88	93
<i>Ontario—</i>					
Correspondence.....	(Men.....	410	364	8	38
	Women..	1			1
Pre-Matriculation.....	(Men.....	6,783	4,591	1,463	730
	Women..	129	92	25	11
Total.....		7,323	5,047	1,496	780
<i>Manitoba—</i>					
Correspondence.....	(Men.....	52	47	1	4
	Women..				
Pre-Matriculation.....	(Men.....	1,731	746	752	121
	Women..	65	42	10	13
Total.....		1,848	835	763	138
<i>Saskatchewan—</i>					
Correspondence.....	(Men.....	62	54	5	3
	Women..	1	1		
Pre-Matriculation.....	(Men.....	1,435	937	346	152
	Women..	60	48	3	9
Total.....		1,558	1,039	355	164
<i>Alberta—</i>					
Correspondence.....	(Men.....	77	57	5	15
	Women..	1	1		
Pre-Matriculation.....	(Men.....	1,780	1,235	378	167
	Women..	33	24	7	2
Total.....		1,891	1,317	390	184
<i>British Columbia—</i>					
Correspondence.....	(Men.....	53	39	9	5
	Women..				
Pre-Matriculation.....	(Men.....	987	648	282	57
	Women..	31	22	5	4
Total.....		1,071	709	296	66

In these special centres pre-employment classes have been established for the following occupations: Air conditioning and refrigeration, agriculture, barbers, bricklayers, blacksmiths, boilermakers, bookbinders, carpenters, cabinet makers, cooks, commercial art, diesels, dairying, dressmaking, drafting, electricians (construction and maintenance), farm mechanics, fishing, fine arts, forest rangers, handicrafts, homemaking, hotels and restaurants, hairdressing, jewelry repair, machinists and toolmakers, motor mechanics (including body and fender), mining, merchandising and salesmanship, marine engineering, moulders, navigation, power sewing, photography, piano tuning, pattern making, power chain saw, painters, plasterers, plumbers, practical nursing, printing, radio servicing, radio technicians, radio announcing, shoe repair, sign writing, steamfitters, steam engineers, stationary engineers, surveying, tailoring, telegraphy, tinsmiths (sheet metal), upholstery and furniture repair, wood-working machinists, welders, waitresses, watch repair, business administration, accounting and bookkeeping, stenography and pre-matriculation.

The length of the course of training depended on the following factors: (a) the previous experience of the individual; (b) his aptitude and ability to learn; (c) the degree of skill necessary for each occupation. The normal length of the course for certain occupations was twelve months, but the average period of training was in the neighbourhood of six months. So far as possible, it was the objective of C.V.T. to provide training on a sufficiently broad basis of skill to ensure future employment. It was not the policy to turn out what might be called machine operators or individuals narrowly specialized in a semi-skilled field.

One very serious difficulty encountered in many localities has been the acute shortage of housing accommodation. This made it necessary for C.V.T. to arrange to operate boarding and lodging facilities for those veterans who are enrolled for training. In some places it is being done by outside caterers, following the submission of tenders. In other places it is done by C.V.T. Such accommodation was provided in Pictou, Moncton, St. Paul L'Ermite, Prescott, Brockville, Kitchener, Red Deer, and, in many other centres, canteens or cafeterias to provide meals were operated for the convenience of the trainees in attendance. Delays and difficulties have been experienced in obtaining the necessary dormitory and messing equipment and supplies.

At the outset of the program, the policy was laid down that the training of veterans would be given on a day shift in daytime hours. Shortages of equipment precluded this policy being carried on in all places. It was also found that many veterans preferred to take training as near their home locality as possible on an evening shift, rather than leave their home district, while substantial numbers of other veterans expressed an outright preference for an evening shift. Therefore, the majority of the training centres are now operating on a two shift basis. This will probably continue until the peak of training is passed. To suit the wishes and the convenience of those under training, the majority of the training centres operated 5 days a week, thus allowing the trainees week-end leaves to visit their homes.

EQUIPMENT

Very substantial quantities, not only of machine tools, but other items of equipment, as well as hand tools, working materials and supplies, have been needed to open up the new training centres and to provide adequate training. Through the co-operation of the Army substantial quantities have been transferred direct from the Army to Canadian Vocational Training. The majority of the items, however, have had to be purchased from War Assets Corporation

from equipment and supplies declared surplus, either by the Armed Services, war industries, or Wartime Housing. It was only late in 1945 that more than a mere trickle of equipment was obtained from War Assets Corporation. Certain items of machine tools, such as, wood working machinery, milling machines, shapers, have not been forthcoming in sufficient quantity to meet the requirements of training centres. Wherever possible, deficiencies have been made up by purchase in the open market, but even at the end of the fiscal year some of the training centres were still inadequately equipped. Even certain types of hand tools and working materials were still in extremely short supply.

In addition to the funds allotted to the different provinces for the training of veterans, a special fund administered directly by the Department of Labour was authorized by P.C. 3211 of May 3, 1945, and amended by P.C. 4822 of July 10, 1945. This fund was used for the acquisition of buildings and property required for the training of veterans, either by way of purchase or rental from War Assets Corporation, any Department of the Dominion Government or any other body; for major alterations to premises acquired for training purposes; for the purchase of equipment, either from War Assets Corporation or any other party. The bulk of the payments for equipment under this fund have been made to War Assets Corporation for machine tools, other items of capital equipment and for expendable items, such as, hand tools, materials, supplies, etc. The expenditures under this fund for buildings or equipment are shown in Table 14, according to the provinces in which the buildings or equipment were used.

PRE-MATRICULATION SCHOOLS

There has been a rapid and unexpected increase in the numbers desiring to enter the pre-matriculation schools which were established in the latter part of the previous fiscal year. Twenty-eight of these schools were operating, designed to provide intensive and streamlined training for those who lack the academic requirements, either to enter the university or certain occupations. Some students required instruction in one subject only, while others lacked their entire junior matriculation or its equivalent. The educational background of the trainees varied from Grade 9 to those with partial honour matriculation. The wide range of the individuals' educational background, as well as the difference in the subjects required necessitated operating most of the schools on a tutorial basis and has required most competent secondary school teachers, particularly specialists in mathematics and science. Inability to obtain the necessary teaching staff has been a handicap in some of the schools.

TRAINING OF VETERANS AS APPRENTICES

C.V.T. and D.V.A. worked very closely with the provincial apprentice authorities in all matters pertaining to the training of veterans for trades designated under the Provincial Apprenticeship Acts. In all such trades there is a definite ratio of apprentices allowed to journeymen under the existing provincial regulations. Special consideration, however, has been given veterans in entering the designated trades, including some relaxation in the restrictions normally applicable to civilian-apprentices and full allowances to the veteran by way of trade credit for any experience he has had, either prior to enlistment or during his period of service with the Forces.

In order to expedite the entrance of veterans into apprentice trades, special field staff have been taken on by Canadian Vocational Training, and they worked closely with the provincial apprentice authorities. As veterans were recommended for training in a designated trade by D.V.A., they were referred to representatives of the appropriate trade committee, and were trade tested

in order to assess the period of time credit that should be given them in view of their existing skill. Where, after such trade tests, it was found the veteran had little or no previous skill, he was referred to a C.V.T. school for intensive training with the normal period lasting approximately six months. On the satisfactory completion of his course he was then referred through our special field staff to the provincial apprentice authorities and was indentured to an employer, usually with the rating of a third or fourth year apprentice. By this method, when a veteran enters the service of an employer, he has enough skill to warrant the payment of a wage sufficient to maintain himself without further subsidy from the Department of Veterans Affairs. Where the initial trade test

TABLE 9—REHABILITATION TRAINING OF DISCHARGED MEMBERS OF THE FORCES TRAINING ON THE JOB IN INDUSTRY

	Numbers in Training		Com-pletions	With drawals
	From April 1, 1945 to March 31, 1946	At End of March 1946	From April 1, 1945 to March 31, 1946	From April 1, 1945 to March 31, 1946
<i>Dominion Summary—</i>				
Men.....	9,603	7,227	1,046	1,330
Women.....	180	107	24	49
Total.....	9,783	7,334	1,070	1,379
<i>Prince Edward Island—</i>				
Men.....	104	67	15	24
Women.....				
Total.....	104	67	13	24
<i>Nova Scotia—</i>				
Men.....	215	173	29	13
Women.....	6	4	2	
Total.....	221	177	31	13
<i>New Brunswick—</i>				
Men.....	166	122	24	20
Women.....	5	3	1	1
Total.....	171	125	25	21
<i>Quebec—</i>				
Men.....	1,497	1,050	148	299
Women.....	21	10	2	9
Total.....	1,518	1,060	150	308
<i>Ontario—</i>				
Men.....	4,356	3,562	296	498
Women.....	72	53	4	15
Total.....	4,428	3,615	300	513
<i>Manitoba—</i>				
Men.....	973	727	115	131
Women.....	10	7	2	1
Total.....	983	734	117	132
<i>Saskatchewan—</i>				
Men.....	417	290	83	44
Women.....	4	3	1	
Total.....	421	293	84	44
<i>Alberta—</i>				
Men.....	848	532	145	171
Women.....	32	13	8	11
Total.....	880	545	153	182
<i>British Columbia—</i>				
Men.....	1,027	704	193	130
Women.....	30	14	4	12
Total.....	1,057	718	197	142

TABLE 10—REHABILITATION TRAINING IN SCHOOLS

	Numbers in Training		Placed in Employment	Completed but not Reported Placed	Withdrawals
	From April 1, 1945 to March 31, 1946	At End of March 31, 1946	From April 1, 1945 to March 31, 1946	From April 1, 1945 to March 31, 1946	From April 1, 1945 to March 31, 1946
<i>Dominion Summary—</i>					
Men.....	24, 105	16, 604	3, 252	536	3, 716
Women.....	3, 188	1, 896	600	106	589
Total.....	27, 293	18, 500	3, 852	642	4, 305
<i>Prince Edward Island—</i>					
Men.....	86	59	7	9	10
Women.....	14	8	2	3	2
Total.....	100	67	9	12	12
<i>Nova Scotia—</i>					
Men.....	902	697	95	1	109
Women.....	61	51	2	.....	8
Total.....	963	748	97	1	117
<i>New Brunswick—</i>					
Men.....	1, 023	759	92	2	172
Women.....	97	58	13	1	25
Total.....	1, 120	817	105	3	197
<i>Quebec—</i>					
Men.....	4, 602	3, 434	284	79	805
Women.....	509	334	77	8	90
Total.....	5, 111	3, 768	361	87	895
<i>Ontario—</i>					
Men.....	9, 474	7, 032	1, 104	243	1, 095
Women.....	1, 068	663	173	43	189
Total.....	10, 542	7, 695	1, 277	286	1, 284
<i>Manitoba—</i>					
Men.....	2, 774	1, 592	376	108	698
Women.....	387	200	80	3	104
Total.....	3, 161	1, 792	456	111	802
<i>Saskatchewan—</i>					
Men.....	1, 414	786	447	25	156
Women.....	263	156	70	11	26
Total.....	1, 677	942	517	36	182
<i>Alberta—</i>					
Men.....	2, 142	1, 266	351	21	504
Women.....	374	191	88	22	73
Total.....	2, 516	1, 457	439	43	577
<i>British Columbia—</i>					
Men.....	1, 688	979	496	48	167
Women.....	415	235	95	15	72
Total.....	2, 103	1, 214	591	63	239

showed that the veteran had a fair degree of practical skill and technical knowledge, he was indentured at once to an employer as a senior apprentice. Sometimes he was even given employment as a qualified journeyman.

Special efforts have been made to publicize the employment opportunities in the building and construction industry. This has been done by distribution of pamphlets to service personnel, by publicity through the press and over the radio and by personnel counselling to members of the Forces, both prior to, and subsequent to their discharge. At the end of the fiscal year the number of veterans requesting training in painting and decorating or plastering was still far below the estimated requirements of the construction industry. On the

other hand, an undue proportion of veterans have sought training as electricians and plumbers.

TRAINING ON THE JOB

The number of industrial occupations for which adequate training can be given in a pre-employment class is limited to approximately 100 out of many thousands of industrial occupations of all kinds. The only method of obtaining skill in these latter occupations, which constitutes the bulk of the skilled or semi-skilled employed in industry, is by the method of training on the job in industry itself. Therefore, during the year training on the job attained increasing importance, not only with a view to extending the range of training for employment opportunities for veterans, but also to relieve the strain on many of the pre-employment schools.

Special publicity has been given to training on the job by means of letters and bulletins to employers as well as by newspaper articles and radio announcements. During the year arrangements were consummated by which the assistance of all the National Employment Service Offices was obtained not only in publicizing training on the job, but in locating suitable training opportunities. In this way the efforts of the field staff of C.V.T. who numbered over 200 at the end of the fiscal year, were very greatly supplemented. The drawing up of the individual training contracts and the subsequent supervision of the training has remained the responsibility of the C.V.T. field staff.

All training opportunities when located were made known to the District Supervisors of Counselling of the Department of Veterans Affairs, who through their individual counsellors were then able to refer suitable applicants to these openings. The length of the training depended on the trainee's prior experience and the degree of skill needed for the successful operation of each job and has varied from three months to several years. From the beginning the trainee has been recognized as a regular employee and a wage was agreed on between the representatives of C.V.T. and D.V.A. and the employer, which represented, on an average, approximately 80 per cent of the wage paid to a normal worker in the occupation concerned. As the majority of the trainees were inexperienced, the employer paid the individual trainee what his service were worth and the balance of the training wage was made up by the Department of Veterans Affairs from the training grant for which the individual trainees was eligible. As training progressed and the trainee's service became more valuable the proportion paid by the employer increased and the amount of refund by D.V.A. correspondingly decreased.

Employers throughout the country have been very interested in the plan and most co-operative. In numerous cases they have taken veterans in for training, and, from the outset, have paid the full wage without drawing on any training grant from the Department of Veterans Affairs, and in this way they have helped to conserve the Re-Establishment Credit of the veteran, because any direct payments by way of training allowance or tuition fee of the veteran must be deducted from the Re-Establishment Credit for which the individual is eligible.

This whole plan was dependent for success not only on the goodwill of the employer and the interest and application of the individual veteran, but also on fairly close supervision by C.V.T. field staff, particularly in the initial stages. Where the trainee was not giving satisfactory service or where the employer was not giving satisfactory training, or had shown any tendency to exploit the trainee, the contract has been cancelled and the trainee removed. There have been surprisingly few instances of this. In some cases contracts have been reviewed by the Head Office of D.V.A. and C.V.T., which did not seem to be in the best interests of the veteran, either because the training

period for the particular occupation was too long or because the employer was not paying a sufficiently high percentage of the wage. Such contracts have either been cancelled or modified.

CONCLUSION

It has been almost impossible to estimate with any accuracy the accommodation that should be provided across the country for training in the different occupational groups, owing to there being too many unknown factors involved, namely, the lack of knowledge as to how many veterans would be desiring training in any particular occupation, and, at the other end, how many employment opportunities would be forthcoming in six months or a year's time. This resulted in substantial waiting lists for some types of training, particularly those for which the procurement of equipment and machine tools has been extremely difficult. On the other hand, the enrolment in many other classes set up has represented only a fraction of the training capacity throughout the country. Constant revisions are being made in training capacities, and continuing efforts are being made to obtain more adequate data on which the capacity should be based. The policy has, however, been adopted that it is better to have a surplus of capacity than to have inadequate facilities. Therefore, steps have been taken to increase the overall capacity for vocational training by September, so that C.V.T. may be in a position to handle whatever demands may be made for training during the coming winter.

V—Apprentice Training

Apprenticeship Acts were in force in all provinces except Prince Edward Island and Apprenticeship Agreements have been completed between the Dominion Department of Labour and all provinces, except Prince Edward Island and Quebec. The list of trades designated under Provincial Acts has been constantly added to during the year and at the end of the year included all the building and construction trades, automobile repair mechanics, and, in some provinces, barbering, hairdressing and other highly skilled trades.

In the Provinces of Alberta, Saskatchewan, Manitoba and New Brunswick, where Apprenticeship Acts have been in operation for a short time, very satisfactory progress has been made. Trade committees are functioning in all provinces and the length of the apprentice period has been established for each trade and has varied from two to five years for different occupations. The ratio of apprentices allowed to journeymen has shown considerable divergency between different provinces in accordance with prevailing conditions. All apprentices in designated trades are under written indenture either to an individual employer or to the industry, and wages are paid in accordance with the regulations in each province, with periodic increases throughout the term of apprenticeship. The wages have, in most cases, been set in percentages of the prevailing journeyman's rate.

An important provision in all the Apprenticeship Acts and Agreements has been for class training, partly practical, and partly technical in related subjects. In British Columbia, Nova Scotia and New Brunswick this training has been given in part-time classes. In the Prairie Provinces the training has usually been given in full-time classes lasting three months. In Ontario two months of full-time training has been given to first and second year apprentices in the building and construction trades. Use has also been made of correspondence courses.

While the main emphasis during the year has been on the indentureship and training of veterans as apprentices, at the same time, there has been a substantial increase in most provinces in the number of civilian apprentices in trades designated under the Act. The amounts expended by the Department

of Labour under the Apprenticeship Agreements, as well as statistics showing the registration of apprentices and the amount of class training given, are shown in Table 12.

VI—The Retraining of Civilian Workers

During the summer of 1945 the Re-Establishment Training Agreements were approved by the Governor General in Council and sent to all provinces, to provide for the training or retraining for peacetime occupations of workers released from gainful employment.

These agreements cover a three-year period ending March 31, 1948. Selection of trainees is to be made by representatives of the Provincial Governments and the National Employment Services, but training is not restricted to those in receipt of Unemployment Insurance Benefit, nor to those formerly employed in industries engaged solely in war production. Under the agreement the Dominion Department of Labour would bear approximately 75 per cent to 80 per cent of the approved costs as outlined in the report of the Training Branch for 1944-45.

Provision was also made for transfer to this agreement from the War Emergency Training Agreement the training of discharged members of the Forces after March 31 when the War Emergency Training Agreement expired.

So far as the retraining of civilian workers is concerned, the agreement has been signed only by the Provinces of British Columbia, Alberta, Saskatchewan and Nova Scotia. Even in these provinces practically no use has been made of the agreement and no training given under its auspices. The view has been generally held in the provinces that the training of former members of the Forces should be given first priority, and it has been recognized that the provision of this training has taxed the capacity of the training centres to the utmost during the year. The total Dominion appropriation for the retraining of civilian workers for the year was \$1,500,000, but up to the end of April the total amount of claims paid was only \$1,395.

VII—Dominion Assistance to Vocational Schools

Agreements lasting for ten years were completed with all provinces by which the Dominion Department of Labour assists financially in the carrying on and development of vocational training on the secondary school level. The allotments and claims paid under this agreement to the different provinces is shown in Table 13.

Each province received an outright grant of \$10,000 per annum. A Dominion annual contribution of \$1,910,000 was allotted among the different provinces in proportion to the number of young people in each province in the age groups 15 to 19, as shown in the last Dominion census. A further Dominion contribution of \$3,000,000, allotted on the same basis, was made available for capital expenditures for buildings and equipment. Except for the \$10,000 grant the Provincial Government must match the Dominion contribution dollar for dollar.

As the agreements were not completed, for the most part, until late in the year, little could be done in the way of expanding vocational training facilities, consequently, very little of the Dominion contribution for capital expenditures has been used, but the unexpended portion will be carried over and can be available in the next ensuing fiscal year. A shortage of building materials and the difficulty in purchasing equipment have also contributed to the inability of Provincial Governments to expand their regular vocational training accommodation. It is expected, however, that during the coming year these conditions will no longer prevail, a large scale expansion of vocational schools, buildings and equipment will take place across the country.

TABLE 11—TOTAL STAFF OF CANADIAN VOCATIONAL TRAINING, MARCH 31, 1946
DOMINION ALLOTMENTS AND PAYMENTS YEAR ENDED MARCH 31, 1946

Type of Work	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Dominion Totals
School Principals and Instructors...	10	86	67	389	761	129	136	198	115	1,901
Office and Clerical.....	2	17	12	61	126	23	16	24	17	298
Maintenance.....	1	75	26	73	173	22	21	39	18	448
Field Representatives and Supervisors.....	4	8	11	46	70	19	10	23	23	214
Miscellaneous.....	1	5	1	.....	8	.....	7	.....	1	23
Provincial Totals.....	18	181	137	569	1,138	193	190	284	174	2,834

TABLE 12—APPRENTICE TRAINING YEAR ENDED MARCH 31, 1946

Province	Dominion Allotments	Claims Paid to April 3, 1946	Apprentices Registered March 31, 1946	Training Given in Classes		Enrolment in Class Training
				Days	Hours	
	\$	\$				
Nova Scotia.....	12,500	2,848 57	113	.....	14,503	86
New Brunswick.....	8,000	.....	23	.....	.....	23
Ontario.....	75,000	29,541 16	2,869	85,089	.....	1,418
Manitoba.....	20,000	.....	144	.....	.....	.....
Saskatchewan.....	10,000	6,200 93	92	3,646	.....	113
Alberta.....	10,000	.....	382	5,709	.....	163
British Columbia.....	5,000	4,462 65	1,282	.....	25,683	907
Total.....	140,500	43,053 31	4,905	94,444	40,186	2,710

N.B.: No apprentice Agreement in either P.E.I. or Quebec.

TABLE 13—ASSISTANCE TO VOCATIONAL SCHOOLS

Province	Dominion Outright Grant	DOMINION CONTRIBUTION		Claims Paid to April 30, 1946
		Annual Contribution	Special Capital Expenditures	
	\$	\$	\$	\$
Prince Edward Island.....	10,000	15,700	24,600	10,000
Nova Scotia.....	10,000	96,400	151,290	10,000
New Brunswick.....	10,000	82,700	129,900	81,598 35
Quebec.....	10,000	599,400	941,820	417,009 49
Ontario.....	10,000	579,000	909,450	10,000
Manitoba.....	10,000	125,300	196,800	10,000
Saskatchewan.....	10,000	163,900	257,460	48,929 65
Alberta.....	10,000	133,800	210,060	10,000
British Columbia.....	10,000	113,800	178,620	10,000
Total.....	90,000	1,910,000	3,000,000	607,537 52

N.B.: The Dominion contribution must be matched by the Province.

TABLE 14—SPECIAL BUILDING AND EQUIPMENT FUND FOR TRAINING OF EX-SERVICE PERSONNEL

Province	Buildings	Equipment
	\$	\$
Prince Edward Island.....	.....	9,963 34
Nova Scotia.....	10,146 00	5,277 65
New Brunswick.....	4,523 46	98,598 46
Quebec.....	22,414 68	39,124 87
Ontario.....	81,222 92	18,063 51
Manitoba.....	20,582 00	49,947 35
Saskatchewan.....	26,115 81	73,263 36
Alberta.....	14,260 00	67,489 80
British Columbia.....	.....	8,150 14
Total.....	179,264 87	369,878 48

CONCLUSION

The year 1945-46 has witnessed the termination of another transitional stage in the Training Programme from a war emergency footing to a post-war organization. It can be fairly stated that with the authority of the Vocational Training Co-ordination Act of 1942 and the various agreements completed in accordance with that Act, provision has been made for all types of training which will be necessary in the immediate post-war period.

In concluding this report, I wish again to express the thanks of the Training Branch to the different departments of the Provincial Governments and to the individual officials of such departments, who have co-operated so fully in the different training activities. Thanks are also expressed to the Regional Directors in the different provinces, other members of the staff of C.V.T., to the officials of the Department of Veterans' Affairs for the whole-hearted assistance that they have given in carrying on the training activities undertaken, particularly the training of discharged members of the Forces.

Respectfully submitted,

R. F. THOMPSON,
Director of Training.

APPENDIX I

CANADIAN VOCATIONAL TRAINING

LIST OF REGIONAL DIRECTORS

Prince Edward Island—

L. W. Shaw, Esq.,
Director of Education, Department of
Education,
Charlottetown, P.E.I.

Nova Scotia—

Dr. F. H. Sexton,
Director of Technical Education, Depart-
ment of Education,
Halifax, N.S.

New Brunswick—

W. K. Tibert, Esq.,
Director of Vocational Education, Depart-
ment of Education,
Fredericton, N.B.

Quebec—

Lt.-Col. A. J. Lemay,
Regional Director, Canadian Vocational
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50 Gould Street,
Toronto 2, Ontario.

Manitoba—

Colonel J. Neish,
Regional Director, Canadian Vocational
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APPENDIX 2

CANADIAN VOCATIONAL TRAINING

LIST OF MEMBERS OF VOCATIONAL TRAINING ADVISORY COUNCIL

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League, Dominion Command,
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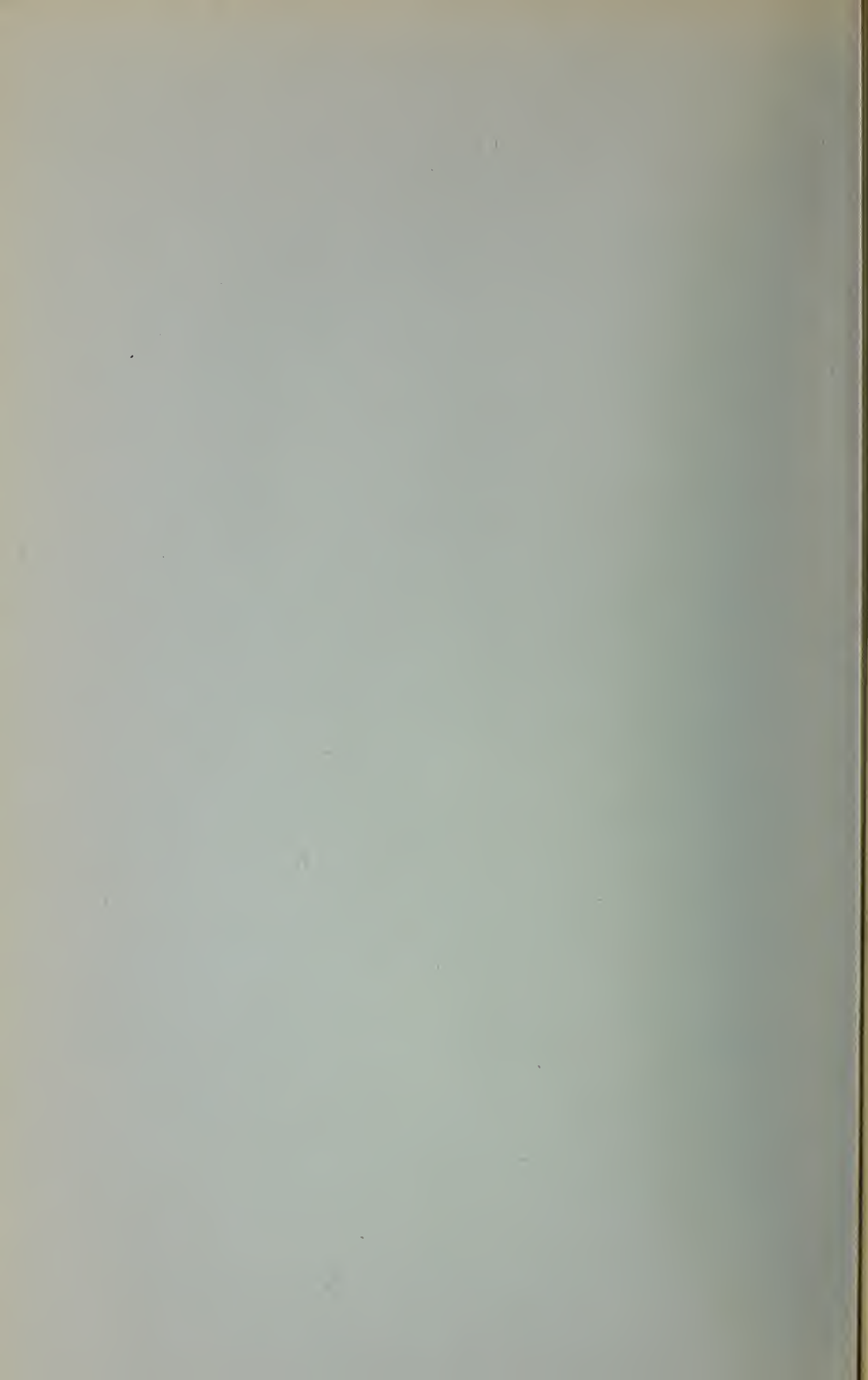
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Company, Limited,
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DEPARTMENT OF LABOUR
CANADA

RECOMMENDATIONS
of
UNEMPLOYMENT INSURANCE
ADVISORY COMMITTEE

with respect to
Amendments in
Benefit and Contribution Rates
together with
REPORT BY DOMINION ACTUARY,
A. D. Watson, F.I.A., F.A.S.

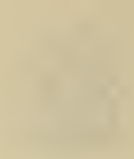
MAY, 1946

(Issued as a Supplement to the LABOUR GAZETTE, June, 1946)

Minister—Hon. Humphrey Mitchell
Deputy Minister—Arthur MacNamara, C.M.G.

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Proposed Changes in Unemployment Insurance Benefit and Contribution Rates

Unemployment Insurance Advisory Committee Presents Recommendations supported by Actuarial Report

At its meeting in May, 1946, the Unemployment Insurance Advisory Committee developed a proposal which was the subject of a public hearing in Ottawa on June 17, and subsequent report to the Governor General in Council.

AS its name implies, the Unemployment Insurance Advisory Committee is the consultative portion of the Unemployment Insurance Commission's administrative organization. There are six sections of the Act devoted to the appointment and functions of the Committee. (82 to 87 inclusive.)

Composition of Committee

It is stipulated in the Act that the Committee shall consist of a Chairman and not less than four nor more than six members, who shall receive their appointments from the Governor in Council for a period not exceeding five years.

Of the members other than the Chairman, at least one shall be appointed after consultation with organizations representative of employed persons and an equal number after consultation with organizations representative of employers. Senators, members of the House of Commons and members of the Legislative Council or Legislative Assembly of any of the provinces are specifically excluded from membership on the Committee.

The Committee as at present constituted follows: Dr. W. A. Mackintosh (Chairman), J. F. McMillan, Percy R. Bengough, Miss Estelle Hewson, W. A. MacDonald, George Burt, V. R. Smith, and Eric Stangroom (Secretary).

Functions of Committee

The Committee is required to make a report to the Governor in Council not later

than the end of February in each year on the financial condition of the Unemployment Insurance Fund covering the preceding calendar year (L.G., Feb., 1946, p. 324). It shall also report to the Governor in Council at any other time it considers the Fund is, or is likely to become, insufficient to discharge its liabilities. Similarly, if the Committee is of the considered opinion that the Fund is, or is likely to continue to be more than reasonably sufficient to discharge its liabilities, it shall report accordingly. In either case, the Committee is required to make recommendations for the amendment of the provisions of the Act, or any regulations made thereunder, concerning any matters relating to the financial condition of the Fund, including: (a) the statutory conditions for receipt of insurance benefit and the provisions relating to the right to benefit; (b) the disqualifications for insurance benefit; (c) the meaning of "unemployment", or "unemployed" and of "benefit year"; (d) the rates of insurance benefit, the periods for which such benefit may be paid and the computation thereof; the payment of benefit pending appeals; or the rates of contribution.

Along with any such specific recommendations the Committee shall submit an estimate of the effect which the proposed amendments will have on the financial condition of the Fund.

Then too, the Committee may be required by the Governor in Council from time to time to investigate and report upon: (a) the provision of unemployment insurance for excepted employments; (b) the adjustment of the rates of contribution and benefit of insured persons having regard to the wages or salaries of such persons.

The following is the text of the Committee's Report:—

Statement of a Proposal to Modify Certain Benefit and Contribution Rates Under the Unemployment Insurance Act

Following representations by employee organizations, the Unemployment Insurance Advisory Committee has under consideration

a proposal to modify rates of benefit and contributions under the Unemployment Insurance Act, as set out in the following table:

Class		Contribution		Benefit to Persons with Dependents
		Employer	Employee	
0	While earning less than 90 cents a day, or While under 16 years of age.....	.09 (18)	.09 (9)	- -
1	Earning \$5.40 to 7.49 in a week.....	.18 (21)	.12 (12)	\$4.80 (\$4.80)
2	Earning 7.50 to 9.59 in a week.....	.24 (25)	.15 (15)	6.15 (6.00)
3	Earning 9.60 to 11.99 in a week.....	.24 (25)	.18 (18)	7.50 (7.20)
4	Earning 12.00 to 14.99 in a week.....	.24 (25)	.21 (21)	8.85 (8.40)
5	Earning 15.00 to 19.99 in a week.....	.24 (27)	.24 (24)	10.20 (9.60)
6	Earning 20.00 to 25.99 in a week.....	.30 (27)	.30 (30)	12.90 (12.00)
7	Earning 26.00 to 33.99 in a week.....	.36 (27)	.36 (36)	15.60 (14.40)
8	Earning \$34.00 or more in a week.....	.42	.42	18.30

(Present rates of Contribution and Benefits in brackets)

The first part of the proposal is to create a new Class for contributions and benefits. At present the highest class is Class 7. This includes insured persons, paid at hourly, daily, or weekly rates or at piece-rates, whose earnings are in excess of \$26.00 a week by whatever amount. It also includes monthly-paid employees whose earnings are in excess of \$26.00 a week, but not more than \$2,400 a year. The proportion of all insured persons falling in Class 7 has increased each year since 1940. In 1945 nearly 63 per cent of employees' contributions (by number of weeks, not value) came from Class 7, and over 91 per cent came from Classes 5, 6 and 7.

An important feature of this change in earnings has been a reduction in the ratio of benefit to average earnings for those in Class 7. As long as a contributor is below Class 7, as his earnings increase, his contributions increase and his benefits increase. Once he has entered Class 7 by increasing his earnings beyond \$26.00 a week, his contributions and his benefits are at a fixed figure, even though his earnings may go on increasing. The Dominion Bureau of Statistics reports (March 1, 1946) average weekly earnings to be \$32.44. At present, the "with-dependent" benefit for this average worker is \$14.40 or 44 per cent of the average earnings. It is argued that this is too low and that recognition should

be given to the great change in earnings since 1940.

Secondly, it is proposed to increase somewhat the "with-dependent" benefit in those classes in which the ratio of benefit to earnings are lowest. It has been argued that the margin between benefit for single persons and those for persons with a dependent is too narrow.

Thirdly, it is proposed to make some changes in employers' contribution. The intention of the Act was that total employers' contributions should equal total employee contributions. Because of the shift of contributors from the lower classes, in which the employer paid more, to higher classes, in which the employer paid less, the intention has never been realized. The total of employers' contributions has each year fallen farther behind. In 1945 contributions to the Fund would have been 8.5 per cent larger if employers had contributed an equal share. The new scale which makes employer and employee contributions equal in the higher classes is designed to remove this disparity. Other minor changes are for the purpose of graduation and to give the convenience of contributions which are multiples of six so that they may be converted into daily rates.

The proposal under consideration has been examined by the Dominion Actuary, Mr. A. D. Watson, whose statement follows:

Statement of Actuary Concerning Recommendations of Unemployment Insurance Advisory Committee

Summary of Recommendations

In summary form the recommendations of the Unemployment Insurance Advisory Committee are:—

1. That for claimants with dependents the weekly rate of benefit should be increased from the present rate of 40-times the average weekly rate of contribution paid by the claimant during the two years preceding claim to 45-times thereof, less a deduction of 60 cents.
2. That a new contribution class, to be known as "class 8", should be established for persons earning \$34.00 weekly and upwards, the employer and the employee contribution for the new class to be each 42 cents weekly.
3. That the contribution schedule, beginning April 1, 1947, should be as follows (present rates of contribution in brackets):

Contribution Class	Weekly Contribution	
	Employer	Employee
0.....	\$0.09 (.18)	\$0.09 (.09)
1.....	0.18 (.21)	0.12 (.12)
2.....	0.24 (.25)	0.15 (.15)
3.....	0.24 (.25)	0.18 (.18)
4.....	0.24 (.25)	0.21 (.21)
5.....	0.24 (.27)	0.24 (.24)
6.....	0.30 (.27)	0.30 (.30)
7.....	0.36 (.27)	0.36 (.36)
8.....	0.42	0.42

General Considerations

In any field of insurance the principles and technique to be followed must obviously be appropriate to secure sound procedures in the particular field. In most insurance fields as a whole the impact of claims does not vary widely from year to year nor over cycles of years. To guard against any large fluctuation that might occur for any particular insurer in any area, it is usual to redistribute risks through reinsurance so that each insurer may get a satisfactory stability of impact of claims from year to year. Hence, except in insurance fields where the risks insured against increase as the years go by, very large accumulations of funds are usually not necessary as a provision against future fluctuations in the impact of claims.

In the field of Workmen's Compensation, for example, there is unlikely to be a series of very favourable years followed by a series of very bad years, or *vice versa*. Years of high employment generally show a high ratio of claims to payrolls owing in part to the speeding-up of production and in part to the employment of a substantial proportion of less experienced workers; but there is no likelihood that the impact of claims will become unmanageable or even really difficult of management at any juncture. The main danger under Workmen's Compensation is failure to make adequate provision for cases of permanent disability as they arise, for there is often a good deal of uncertainty concerning what is an adequate provision.

In life insurance, owing to the increasing risks of death with advancing age, it is necessary for life insurance companies to accumulate reserves out of the premiums received throughout the term of each insurance policy so that proper provision may be made for meeting claims as they arise from year to year without increase of premiums. At the present time the reserves maintained by Canadian Companies against their unmatured insurance obligations are of the order of \$3,000,000,000, and these companies are presently adding to their reserves at the rate of about \$150,000,000 per year. There have been no really violent fluctuations in the impact of life insurance claims. Even in war years, the losses

have presented no difficulty. Nevertheless, from the increasing nature of the risks enormous reserves are necessary, and it is necessary to increase them, to the end that companies may be in a position to meet their obligations to the persons insured, presently in an amount of some \$10,000,000,000, and, in addition, their obligations to annuitants, etc. No opinion can be formed concerning the sufficiency or otherwise of these reserves unless account is also taken of the magnitude of the liabilities for the obligations the reserves will have to meet.

It is much the same under an employer's pension fund. The main obligations do not mature for payment until the employee goes on pension; and this is true even where there are important benefits to dependents in the event of death of the employee before pension age. Hence large reserves must be accumulated out of the contributions made by and on behalf of the employee throughout his service in order that the fund may be in a position to meet the pension and other obligations as they fall in for payment; and the contributions must be large enough for the due accumulation of the necessary reserves. A pension fund may be large and may be increasing rapidly, but when the accumulated reserves are set against the value of the future obligations that will have to be met, it is too often found that the fund is quite inadequate, in some cases hopelessly so. The fact that an insurance fund or a pension fund is large and increasing, even rapidly, is in itself of no real significance. Such funds may in fact be decreasing and still be entirely sound, account being taken of all the facts and circumstances.

The field of unemployment insurance is in a class by itself. There is nothing in the way of claim stability from year to year, but there ought to be reasonable stability over a long period of years. Employment history shows a series of good, or relatively good, years followed by a series of bad, or relatively bad years; and within the periods of good years or of bad years there may be fairly wide fluctuations. There is nothing to show that this history will not repeat itself with variations, and perhaps in worse form than heretofore. Apart from all other circumstances affecting employment and unemployment, conditions wholly outside Canadian control may either seriously hold up production in Canada or make it difficult or impossible to sell Canadian goods abroad; and such conditions may prevail for long periods. Hence, as in the past, it is scarcely justifiable to assume that there will not be wide fluctuations in unemployment from year to year, as well as good and bad periods of considerable length. Obviously funds must be accumu-

lated during the good years to take care of heavy claims of the bad periods, for the contributions currently receivable during those periods will be inadequate to meet the claims; and adequate funds can only be accumulated out of contributions which are adequate therefor. The fact that the Unemployment Insurance Fund already accumulated is substantial (approximately \$320,000,000 at this date) is only one of many factors that must be considered. Even if the contributions had been one-half, or for that matter one-quarter, what they have been, a large fund would have been accumulated; and, *prima facie*, it might seem to many that the Fund was in a strong position even though in fact wholly inadequate, without increase in the contributions, to meet the obligations that may reasonably be expected to mature in the future.

In certain respects our unemployment insurance scheme is akin to a life insurance fund, or to a pension fund, in that the nature of the contract imposes the need for the accumulation of reserves to meet the increasing contractual obligations. The benefit rights of insured persons, and hence also the obligations of the Fund in respect of them, normally increase, but with fluctuations, as the years go by, thus requiring the accumulation of reserves. As the benefit rights of the insured person depend directly on his contribution record, i.e. his record of work in insurable employment, during the preceding five years, and his claims' record during the preceding three years, for insured persons as a group the increase in benefit rights is generally much more pronounced during their first five years under insurance than in later years. This is particularly true if the first five years happen to be a period of high employment and low claims. After the scheme has been in operation for five years, that is, after July 1, 1946, insured persons as a group will thereafter generally have a large backlog of acquired benefit rights based on past contributions and for which accumulations out of those contributions should, on the whole, be sufficient to answer. In a period of bad employment a large proportion of these accumulated benefit rights will be cashed in, and the necessary accumulated fund should be there to meet them. Hence it is important that the monetary value of these rights should not be set too high lest the funds should prove to be insufficient.

There are other reasons why the contract of unemployment insurance imposes a general need for the long term accumulation of reserves of some importance. The daily or weekly rate of benefit is based on the average of the insured person's contributions during the two years preceding claim, but the dura-

tion of benefit payment depends in part on the length of his contribution period within the preceding five years, and in part on his record of claims in the preceding three years. Hence the rate of benefit may be based on a considerably higher average level of contributions than that of the contributions made during the major period of the accumulation of benefit rights. With increased efficiency and experience of the insured persons in employment, in a broad and general way their earnings normally increase throughout a large portion of their working life. Apart from this general tendency, the rate of increase is at times very marked over considerable periods. Further there would appear to be a general tendency to higher claim rates and longer periods of claim in the later working periods of life. Thus there are several reasons for the long term accumulation of reserves in order to be reasonably safe, and in special periods there may be more imperative reasons. The past five years constitute just such a special period, and perhaps no one can say that the period of rapidly increasing earnings is near its end. The number of weeks' (or days,) contributions by earnings classes in each calendar year 1941-45, per cent of the total for the year, are as follows:—

	1941	1942	1943	1944	1945
0	1.8	1.4	1.8	1.9	1.4
1	2.1	1.0	0.6	0.5	0.3
2	3.8	2.3	1.4	1.0	0.8
3	6.0	4.5	3.4	2.3	1.8
4	10.6	9.2	6.9	5.6	4.6
5	18.4	17.2	14.6	12.0	11.6
6	22.1	21.0	19.8	17.6	16.8
7	35.2	43.4	51.5	59.1	62.7

The above table shows that there has been a great movement of contributors from lower to higher earnings classes. This means that to a large extent contributions made by contributors while in the lower earnings classes have to support their claims for benefit after they have moved into the higher classes. That this is so is clear from the increasing proportions from year to year of the benefit payments which are based on class 7 contributions.

Benefit Payments based on Class 7 contributions per cent of total for all classes for the Calendar Year:

1943..	53
1944..	62
1945..	73

A large proportion of the contribution period of many of these claimants has clearly been below the class 7 level.

The analogies between unemployment insurance and life insurance indicated above, are very rough, and it is not of course practicable to determine the unemployment insurance reserves which should at any time be in hand with even a first approximation to the accuracy that obtains for life insurance. And circumstances may arise under unemployment insurance requiring such a depletion of accumulated reserves as in a life insurance fund would mean an unmanageable deficiency. It is sufficient for present purposes to point out the main reasons why under unemployment insurance it is necessary and desirable to aim at the accumulation of reserves and why it is necessary to be on guard against the unwise or unwarranted dissipation of reserves that may at any time be in hand.

It is most undesirable that the bad chapters in the history of unemployment insurance elsewhere should be re-enacted here, if re-enactment can be avoided; and, when at any juncture any enlargement of benefit is being considered it is necessary to consider whether, with the enlargement, the funds which will be available are reasonably likely to be sufficient to meet the future obligations. Responsibility for such consideration seems to impose itself at this time.

Financial Provisions of Act

It will be well to begin by an examination of the basis of the financial provisions made in the Act for the scheme of benefits to see whether they were or are more than reasonably sufficient for the purpose.

The financial provisions of the Act of 1940 were based on the statistics of employment and unemployment and of other idle time, all causes, compiled by the Dominion Bureau of Statistics from the censal data of 1921 and 1931, and from intercensus data. Between 1921 and 1931 there was no really bad employment year. In the eleven years 1921 to 1931, the year 1931 was the only really bad year, although the latter part of 1930 was also bad. The percentages of idle time to total time in each of the eleven years, 1921 to 1931, for all wage-earners are as follows:

Year	Percentage of idle time to total time in year
1921.....	11.5
1922.....	10.8
1923.....	10.7
1924.....	12.6
1925.....	11.2
1926.....	7.5
1927.....	9.5
1928.....	8.9
1929.....	8.3
1930.....	12.9
1931.....	21.8

The pattern of employment derived from data for these eleven years, which was used as a basis of settling upon the financial provisions of the Act, showed average idle time, all causes of 12.4 per cent.

Idle time here includes time lost owing to lay-offs, no job, illness, accident, strikes and lockouts, holidays, and miscellaneous causes. To give some idea, but necessarily only a rough one, of the relative importance of these several causes of idleness the following table shows, for the censal day in 1931 and in 1941, the number of wage-earners who were idle on that day, per cent of all wage-earners then enumerated.

Cause of Idleness	Percentage idle on Censal Day	
	1931	1941
No job.....	15.36	3.92
Temporary lay-off.....	1.66	.53
Illness.....	1.00	1.56
Accident.....	.17	.11
Holidays.....	.....	.35
Strike or lock-out.....	.01	.04
Other causes.....	.09	.40
	18.29	6.91

The year 1941 was a year of very full employment and the censal day in that year (June 2) must have been about as favourable a day as any of the year as respects employment and illness. Yet on that day 6.91 per cent of all wage-earners were not at work. Out of the total number of persons idle on that day 64.4 per cent either had no job or were temporarily laid-off. With the heavier unemployment on June 1, 1931, the proportion in these two categories was about 93 per cent. The eleven years 1921-31, with idle time of 12.4 per cent, would fall somewhere between the data for the censal day in 1931 and in 1941 given above. The proportion idle on June 2, 1941, a year of full employment, and on really about the best day in that year as respects unemployment and sickness, the number idle, all causes, was 56 per cent of the average proportion idle, all causes, throughout the eleven years 1921-31. This seems sufficient to establish that these eleven years 1921-31 were not on the average a period of bad employment.

The average idle time for the eleven years 1921-31 of 12.4 per cent was to a substantial extent not unemployed time in the unemployment insurance sense but merely idle time. The total unemployed time, as against merely idle time, which was brought into account in the primary calculations, as a basis for the financial provisions of the Act of 1940, was 19.31 days per insured person per year, or 3.22 weeks of six days, or 6.2 per cent of the 52 weeks of the year. To allow for the

nine waiting days, 3.97 days were excluded, leaving 15.34 benefit days per insured person per year or 2.56 weeks, being 4.92 per cent of the 52 weeks of the year. This is all of the unemployed time for which benefit provision was made in the primary calculations based on the statistics of eleven years 1921-31.

The statistics for that period did not, of course, make any provision for the unemployment which would be generated by the fact that insured persons would be paid benefit on proving unemployment, nor for any adverse experience. It was recognized, and will probably now be recognized, that some additional provision would be necessary or advisable, as well as adjustments for periods of sickness, days excluded from benefit other than the nine waiting days, etc. The number of days per insured person per year for which benefit provision was finally made was 18.63 or 3.10 weeks, being 5.97 per cent of the 52 weeks of the year. On the contribution side, provision was made for 45.47 weeks of employment per contributor per year. Having regard for the history of employment and unemployment, for the substantially seasonal characteristics of most industries, and for all other factors, it would appear that it cannot properly be said that the number of benefit days provided for was more than reasonable. If the scheme had become effective July 1, 1921, instead of July 1, 1941, the Fund would probably have increased every year from the start up to 1931. In some years the increase would have been very large, and almost certainly a very large fund would have then been in hand at the beginning of 1931, but it is far from certain that that fund, together with contributions currently receivable, 1931 to 1941, would have been more than sufficient to carry through to the latter year without any increase in contributions. The long term aspects of unemployment insurance ought not to be obscured from view by any short term circumstances.

In this context it is interesting to note the statistical basis of the provision for unemployment to be made in Britain under their amended scheme of unemployment insurance. (Report of the Government Actuary, January 21, 1946.) Heretofore they have proceeded on the assumption that on the average 10 per cent of insured persons would be out of work at any time. By reason of the proposed inclusion of certain employments heretofore excluded it is now assumed that, for assessing the cost of unemployment benefit and the loss of contributions owing to unemployment, 8.5 per cent of insured persons will be out of work at any time; and it is further assumed that 72½ per cent of those persons

will qualify for benefit under the benefit formula and provisions of their Act. Now 8.5 per cent of 52 weeks is 4.42 weeks, and 72½ per cent of 4.42 weeks is 3.20 weeks as against 3.10 weeks for which benefit provision was made under our scheme in 1940. On the contribution side, 8.5 per cent of persons unemployed would mean 47.58 weeks of contribution were it not for loss of contributions owing to sickness and other idle time. Making adjustments for the loss of contributions owing to these other causes, the result would probably not differ materially from the 45.47 weeks on which our contributions were based.

Now it must be emphasized that one cannot arrive at any safe conclusions by comparing the statistical basis of one scheme of unemployment insurance with that of another in the above fashion. Employments are probably on the whole more affected by the seasons in Canada than in Britain; the waiting period is longer under our Act than under the British Act; the benefit formulas are not the same, and so on. Nevertheless the two schemes are perhaps sufficiently analogous and parallel to justify the wholly tentative and negative conclusion that, *prima facie*, a consideration of the statistical basis for the British scheme does not suggest that any very materially excessive provision for unemployed days was made under our scheme, if any.

Relation of Employer and Employee Contributions

On reference to the table on page 7 it will be seen that the employer and the employee contribution are not equal in any earnings class. Nevertheless the distribution of contributors by earnings classes on which the financial provisions of the Act were predicated was such as to show a substantial equality of employer and employee contributions in total. As shown in the table on page 8, there has been a progressive shifting of contributors from the lower to the higher earnings classes, in net effect resulting in a large increase in class 7 and decrease in each of the other classes. In class 7 the employer contribution, being only three-quarters of the employee contribution, there has been a large falling-off in the proportion of the total of the employer contribution to the total of the employee contribution. Benefit rates being directly proportionate to the average of the employee's contributions for the two years preceding claims, there has been a general increase in benefit rates and in the liability for potential claims at the higher rates with the upward movement of contributors, but without a *pari passu* increase in the employer contributions. If the employer contributions had in total been equal to the employee contributions, the receipts of the Fund would

have been larger in each year by approximately the following percentages:—

Year . . .	1941	1942	1943	1944	1945	1941-5
Percentages .	2.5	4.7	6.3	7.6	8.5	6.1

The additional amount that would have been accumulated had the employer contribution equalled the employee contribution is estimated at \$23,000,000. The recommendation now is to make the employer and the employee contributions equal in the higher earnings classes, where practically all of the contributions are payable, and thus remove this important cause of instability in the Fund. However, the recommendation is that the amended scheme of contributions should not become effective until April 1, 1947. By that date the amount in the Fund will be approximately \$29,000,000 less than would be the case on the basis of parity of contributions or of the order of 7 per cent of what was originally intended should be funded.

The rectification in the scheme of contributions, if adopted, will not in the future bring into the Fund any revenue for financing new benefits beyond what was originally intended for the scheme of benefits now in the Act.

Extension of Coverage to Logging

In considering the recommendations for the increase of benefits to persons with dependents, and the introduction of the new class 8, it is necessary to keep in mind the fact that it has already been decided to extend coverage to employment in lumbering and logging, at least in certain regions, without change in contributions. It was estimated

that extension to the whole field of lumbering and logging would adversely affect the Fund to the extent of about 4 per cent of the total annual contribution to the Fund. This would be a substantial inroad on any redundancy in the rectified scheme of contributions. It is true that the extension to lumbering and logging may in the first instance be to a relatively small portion of the total field and also to the area of greatest stability. Nevertheless, there will be some drain on the Fund that for present purposes ought not to be forgotten.

Effects of Introducing Recommended Benefit Factors and of Establishing New Class 8

The effects of introducing the benefit factors and of establishing the proposed new class 8, as recommended, have to be examined under two very different heads: (1) the probable effect that the increase in rates of benefit will have in generating and prolonging claims; and (2) the effect on claims apart from those mentioned in (1), i.e., the increase in benefit payments directly proportionate to the increases in the benefit rates.

The following table shows by earnings classes the benefit rates now in the Act for persons with dependents and for persons without dependents, and the benefit rates recommended for persons with dependents. There are also shown the ratio per cent of the present and of the recommended benefit rates to the minimum and maximum rates of earnings in the several earnings classes, and of the recommended with-dependent benefit rates to the present with-dependent and without-dependent benefit rates.

NOTE:—As the establishment of recommended class 8 will break present class 7 into a new class 7, \$26.00 to \$33.99, and new class 8, \$34.00 and upwards, it is convenient for the purposes of this table to show present class 7 as though it were broken into the two new classes with benefit rates the same in each. See Columns (2) and (3).

Earnings Class (1)	Benefit Rates in Act		Benefit Rates Recommended	
	Without Dependent	With Dependent	Without Dependent*	With Dependent
	(2)	(3)	(4)	(5)
1 \$5.40-7.49	\$4.08	\$4.80	As in Act	\$4.80
2 7.50-9.59	5.10	6.00		6.15
3 9.60-11.99	6.12	7.20		7.50
4 12.00-14.99	7.14	8.40	See Col. (2)	8.85
5 15.00-19.99	8.16	9.60	at left	10.20
6 20.00-25.99	10.20	12.00		12.90
7 26.00-33.99	12.20	14.40		15.60
8 34.00-	12.20	14.40	\$14.28	18.30

Benefit Rates above as percentage of minimum and maximum earnings of class

	Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
1	75.6	54.5	88.9	64.1			88.9	64.1
2	68.0	53.2	80.0	62.6	Same as in cols. (6) and (7) at left		82.0	64.1
3	63.7	51.0	75.0	60.0			78.1	62.6
4	59.5	47.6	70.0	56.0			73.8	59.0
5	54.5	40.8	64.0	48.0			68.0	51.0
6	51.0	39.2	60.0	46.2			64.5	49.6
7	47.1	35.9	55.4	42.4			60.0	45.9
8	35.9		42.4		42.0		53.8	

With dependent benefit rates recommended (column (5) previous page) as percentage of:

	Without Dependent Benefit Rate Recom- mended (col. (4) above)	With Dependent Benefit Rate in the Act (col. (3) above)
	(14)	(15)
1.....	117.6	100.0
2.....	120.6	102.5
3.....	122.5	104.2
4.....	124.0	105.4
5.....	125.0	106.3
6.....	126.5	107.5
7.....	127.5	108.3
8.....	128.2	127.1

The without-dependent benefit rates recommended in new class 8 (\$14.28) is 117 per cent of the present rate payable in class 7 (\$12.20).

The excess of the recommended benefit rates over the present rates increases from zero in class 1 up to 8.3 per cent in class 7, and the increase in class 8 will be 27.1 per cent. (See column (6) in the upper portion of the above Table.)

The great bulk of the benefit payments have been, increasingly, in the classes where the recommended increases will be large. The following table shows the percentage distribution of benefit payments for the past three calendar years.

Contribution Class	Percentage of Benefit payments to total payments of the year		
	1943	1944	1945
1.....	.3	.2	.1
2.....	1.2	.5	.3
3.....	2.7	1.4	.7
4.....	5.5	3.5	1.8
5.....	11.8	8.5	5.1
6.....	26.7	23.7	19.0
7.....	51.8	62.2	73.0
	100.0	100.0	100.0

Apart from class 8, it would seem certain that the increase in benefit rates as recommended would be sufficient to generate some increase in claims. In class 8 the increase is really large; persons in that class can usually afford a bit of idleness, particularly when benefit is payable; they are often more difficult to place, particularly if receiving a large benefit; the question of what is suitable employment may be of another order for them as against persons of lower earnings. It has been estimated that for the year 1943, 30 per cent of all the benefit days for persons with dependents would have been within the new class 8; for 1944, 36 per cent, and for 1945, 44 per cent; or as percentages of all benefit days in those years, respectively, 15 per cent, 16 per cent and 19 per cent. Class 8 will clearly be important; and with an increase in benefit

rates of 27.1 per cent a substantial increase in claims will likely be generated.

The establishment of new class 8 will, transitionally, have another adverse effect i.e., during the five years following the date of the setting up of the new class. The benefit periods of the block of contributors transferred to the new class on that date will be based on contributory periods prior to that date at lower levels. It is true that this effect will be decreasing as the five-year period goes by. Although something of the same effect has been going on all along through contributors moving up in the earnings classes, it is quite another matter to transfer a large proportion of contributors all at once to a much higher level. A substantial liability will forthwith be created on the establishment of class 8, beyond the additional liability arising out of the adoption of the recommended benefit factors.

Apart from the two adverse circumstances just noted, calculations based on available data indicate that the establishment of new class 8 would not likely have any other adverse effect.

Considering the issues on the basis of the relative claims that would be payable if the recommended benefit factors were adopted, setting aside for this purpose the question of the generation of claims by reason of the increased rates, the most relevant and useful data are the claims for the years 1943, 1944 and 1945 compiled by the Dominion Bureau of Statistics. These data give the number of claimants and the number of benefit days separately for males and females, and separately for with-dependent and without-dependent claimants. From these data have been computed the claims paid and the claims which would have been paid had the benefit factors as recommended been in operation in those two years, but without the establishment of class 8. The ratio of benefit payments computed on the recommended basis per cent of the benefit payments computed on the basis of the Act are: for 1943, 104.5 per cent; for 1944, 104.1 per cent and for 1945, 104.1 per cent. It probably may be taken that the relative increase in benefit payments would be of the order of 4 per cent. This is a substantial overall increase; and in addition there is to be considered the claims which will be generated by the increase in benefit rates, and the commitment to extend coverage to lumbering and logging.

Considering now the ratio of the present benefits and of the recommended benefits to the minimum and the maximum of the several earnings classes (see lower portion of the Table on page 11), it would seem that the recommended benefits are as high as they

ought to be put if there is to be a really sound basis for insurance. In fact there is probably good and sufficient reason for thinking that the present rates of benefit may be as high as they ought to be except for the upper reaches of class 7. Some increase there is quite another matter as against substantial increases in classes 5, 6 and 7. To further increase benefit rates beyond those recommended would probably be to get onto unsound ground. It is true that the shifting upwards of rates of earnings may later require a further revision upwards of the ratios and benefits to earnings, and the financial effect and the provision therefor will then have to be considered.

Owing to the shifting proportion of persons contributing in the several earnings classes,

and the shifting proportion of with-dependent and without-dependent claimants, there may well be a lack of stability in the overall average rate of benefit from year to year. So far as this may arise from the shifting proportions of persons contributing in the several earnings classes, it is not likely to be a matter of much importance, unless the shifts come about too suddenly, for benefit rates will keep a fairly close contact with the contributions to provide the benefits. The following table shows the daily average rate of benefit to claimants in each earnings class, and the average for claimants for all classes, for each of the past three years, on the basis in the Act and on the recommended basis, disregarding the establishment of new class 8.

Class	On the Basis of the Act			On the Basis Recommended		
	1943	1944	1945	1943	1944	1945
1.....	\$0.69	\$0.69	\$0.69	\$0.69	\$0.69	\$0.69
2.....	0.86	0.86	0.85	0.86	0.86	0.85
3.....	1.04	1.03	1.03	1.04	1.04	1.03
4.....	1.22	1.21	1.21	1.23	1.21	1.21
5.....	1.43	1.40	1.40	1.47	1.43	1.42
6.....	1.86	1.82	1.78	1.94	1.88	1.81
7.....	2.29	2.25	2.24	2.42	2.36	2.35
All.....	1.85	1.93	1.99	1.93	2.01	2.10

The tendency toward decreasing average daily rates of benefit in the several earnings classes arises from decreasing proportions of with-dependent claimants; and the tendency toward increases in the averages for all classes combined arises from the increasing proportions of claimants in class 7, this increase being more than sufficient to offset the effect of the decrease in the proportions of with-dependent claimants. From the above table it would appear that the first mentioned tendency may have just about spent itself; and there may of course be a reverse tendency in the next few years. There is nothing for present alarm in these tendencies.

General Conclusions

The financial provisions of the Act of 1940 were based on employment and unemployment statistics for the eleven years 1921 to 1931, with certain adjustments believed in 1940 to be no more than reasonably sufficient to provide the benefits having regard for the then circumstances. The war was then a real war and there was great uncertainty concerning its course and duration and concerning the immediate after-war situation. It is now nearly five years since the Act came into operation, hostilities have been over for a considerable period. During those years employment has been high and claims relatively trifling. Notwithstanding that the Fund would now be much larger if the employer

contribution had been equal to the employee contribution, nevertheless the accumulations in the Fund to date are probably a good deal more than they would have been during any equal period 1921-31, or for that matter during the period 1921-41. The favourable experience of the period may be taken to have offset some of the unfavourable factors herein considered.

On July 1, 1946, a substantial block of insured persons will have entered upon their sixth insurance year, and during the course of the following twelve months the greater proportion will also have done so, account being taken of the war service which will be countable for veterans returning to insurable employment. Having regard for the terms of the benefit formula this means that there will probably soon be substantial funds accumulated from the contributions of pre-five years insurance. After the first five years under insurance the benefit rights of the insured person will usually increase more gradually, and thereafter any favourable experience will strengthen the Fund more than was the case during the first five years.

Having regard for all of the facts and circumstances at this time, favourable and unfavourable, as against the facts and circumstances of August 1940; for the financial provision that will be made for benefits on the basis of the proposed rectification of the scheme of contributions; for the amount of

the accumulated fund, and the liability on account of accumulated benefit rights of insured persons, acquired in large part at lower contribution levels than those at which the liability will have to be discharged; for the commitments in respect of lumbering and logging; and for the specific terms of the recommendations of the Unemployment Insurance Advisory Committee, it appears reasonable that effect should be given to these recommendations.

Throughout this report reasons were given for not going beyond these recommendations

at this time. There is perhaps another reason. It would appear desirable that the waiting period should be reduced as soon as it may be safe to do so, and if practicable it would seem desirable to reduce it to six days. This change would, on the average over the years, add about four and one-half per cent to the cost of benefit.

Respectfully submitted,

A. D. WATSON.

Department of Insurance,
Ottawa, Ontario, May 21, 1946.



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CANADA
DEPARTMENT OF LABOUR

REPORT OF THE CANADIAN
GOVERNMENT DELEGATES

to the

Third Conference of American States

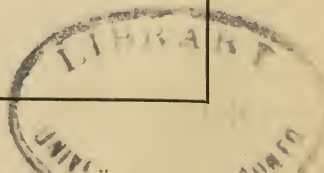
members of the

International Labour Organization

Printed as a Supplement to the LABOUR GAZETTE, June, 1946

MINISTER—HON. HUMPHREY MITCHELL
DEPUTY MINISTER—ARTHUR MACNAMARA

OTTAWA
EDMOND CLOUTIER, C.M.G., B.A., L.Ph.,
PRINTER TO THE KING'S MOST EXCELLENT MAJESTY
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1946



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Report of the Canadian Government Delegates to the Third Conference of American States Members of the International Labour Organization, Mexico, April 1946

Mexico, D.F.,
May 10, 1946.

The Honourable HUMPHREY MITCHELL,
P.C., M.P.,
Minister of Labour,
Ottawa, Ont.

SIR,—The undersigned delegates, appointed to represent the Government of Canada at the Third Conference of American States Members of the International Labour Organization, have the honour to report that the Conference met at Mexico City, United States of Mexico, from April 1 to April 16, 1946.

Organization of the Conference

Sixteen of the eighteen American States Members of the Organization, that is, all except Brazil and Haiti, were represented at the Conference. Honduras, Nicaragua, Paraguay and El Salvador, which are not Members at present, were represented by observers, as were the Inter-American Institute for the Protection of Childhood and the Inter-American Indian Institute. A total of one hundred and seventy delegates, advisers and observers attended the Conference which held eighteen plenary sittings.

The Canadian Delegation was composed as follows:

Government Delegates

Mr. H. L. KEENLEYSIDE, Canadian Ambassador to Mexico.
Mr. C. C. EBERTS, Second Secretary, Canadian Embassy, Mexico City.

Advisers to the Government Delegates

Mr. Paul GOULET, Assistant to the Deputy Minister of Labour, Ottawa.
Mr. J. S. McCULLAGH, Assistant Director of Industrial Relations, Department of Labour, Ottawa.

Employers' Delegate

Mr. C. E. SHUMAKER, Industrial Relations Manager, Goodyear Tire and Rubber Company, New Toronto, Ont.

Workers' Delegate

Mr. J. B. WARD, of Montreal, Chairman, General Conference Committee, Standard Railway Labour Organizations.

At 11.00 a.m. on April 1, the Conference was declared open by the Chairman of the Governing Body of the International Labour Office (Mr. G. Myrddin-Evans, representative of the United Kingdom Government) who introduced the President of Mexico, His Excellency General Manuel Avila Camacho. The President welcomed the delegates on behalf of the Mexican Government, emphasized his country's interest in the subjects to be discussed by the Conference, and expressed his hopes for the success of the Conference which he felt would benefit all the peoples of the American Continent.

Without discussion, the Conference then adopted, provisionally, Standing Orders prepared by the Office. Their final adoption by the Conference took place on April 2. Article 8 of the Standing Orders, regarding the form of the decisions of the Conference, states: "The decisions of the Conference shall be expressed in the form of resolutions addressed to the Governing Body of the International Labour Office."

The following were elected as officers of the Conference during its first two plenary sittings on April 1:

President

Mr. Francisco Trujillo GURRIA, Government Delegate (Mexico).

Vice-Presidents

Mr. Ismael Bielich FLOREZ, Government Delegate (Peru).
Mr. J. D. ZELLERBACH, Employers' Delegate (United States of America).
Mr. R. Blanco ALVAREZ, Workers' Delegate (Cuba).

The United States representation (through Senator Chavez) expressed the desire to nominate the senior Canadian delegate for election as one of the Vice-Presidents but, at Mr.

Keenleyside's request, the suggestion was dropped.

In accordance with the Constitution, the Acting Director of the International Labour Office (Mr. E. J. Phelan), served as Secretary-General of the Conference.

Agenda

The items placed on the agenda of the Conference by the Governing Body of the International Labour Office were as follows:

1. *Acting Director's Report* which dealt with:
 - Industrial Development in Latin America
 - The problems of inflation in Latin America
 - Migration
 - Social Security
 - The living conditions of the American Indians
 - The International Labour Code in the American countries
 - The work of the International Labour Office in Latin America
2. *Vocational Training.*
3. *Labour Inspection.*
4. *Industrial Relations.*

For each of these four items the Conference had before it a report prepared by the International Labour Office embodying recommendations or draft resolutions to serve as a basis of discussion.

Committees

On April 1 and 2, at its second and third plenary sittings, the Conference decided to set up the following committees upon all of which Canada was represented as indicated:

Selection (steering and credentials) Committee

Chairman: Mr. Arriaga Andrade (Colombia)
 Canadian Members: Government, Mr. H. L. Keenleyside (Substitutes: Mr. C. C. Eberts, Mr. J. S. McCullagh); Employers, Mr. C. E. Shumaker.

Committee on Resolutions

Chairman: Mr. A. C. Drouet (Ecuador)
 Canadian Members: Mr. C. C. Eberts, Government Delegate (Substitute: Mr. J. S. McCullagh); Mr. C. E. Shumaker, Employers' Delegate.

To discuss the draft resolutions arising out of the discussion of the Acting Director's Report, the Committee on Resolutions set up Sub-Committees on:

- (a) Economic Problems
- (b) Migration
- (c) Indigenous Populations.

Canada was represented on Sub-Committee (a) by Mr. J. S. McCullagh, Government Adviser.

Committee on Vocational Training

Chairman: Mr. Ricardo Riguera (Argentina)

Canadian Members: Government, Mr. H. L. Keenleyside (Substitute: Mr. Paul Goulet, elected Rapporteur of the Committee); Employers, Mr. C. E. Shumaker, Substitute Member.

Committee on Labour Inspection

Chairman: Mr. Verne A. Zimmer (United States of America)

Canadian Member: Mr. C. C. Eberts, Government Delegate.

Committee on Industrial Relations

Chairman: Mr. Orlando Puente (Cuba)

Canadian Members: Government, Mr. H. L. Keenleyside (Substitute: Mr. J. S. McCullagh); Employers, Mr. C. E. Shumaker; Workers, Mr. J. B. Ward.

Discussion of the Acting Director's Report

The Conference devoted eleven of its plenary sittings, from April 3 to April 12, almost exclusively to a general discussion of the Acting Director's Report. Thirty-seven delegates, from all the sixteen States Members represented at the Conference, took part in this debate, including Mr. Keenleyside, Canadian Government Delegate. The latter spoke, on April 12, of Canada's interest in the International Labour Organization; her pleasure in collaborating with the other American countries in the attainment of social justice; the social security measures in operation in Canada; the country's success in avoiding inflation during recent years; and its interest in the industrialization of Latin America which should make for higher standards of living as well as a greater volume of international trade.*

The speeches delivered in the course of the discussion of the Acting Director's Report were marked by a high sense of the importance of the Conference to the American countries. They demonstrated that the Latin-American countries look to the International Labour Organization to facilitate the implementation of advanced social legislation and that a large body of opinion in those countries favours the raising of living standards by increasing purchasing power through the intensification of industrialization and greater control of present inflationary trends. Great interest was also expressed in the suggestions that a service be set up in the International Labour Office for the study of Latin-American problems; that the Governing Body open a

*For the full text of Mr. Keenleyside's speech see Annex 1.

regional office in Latin America; and that correspondents of the Office be appointed in all Latin-American countries.

On April 13, in his reply to the observations offered by the various speakers, the Acting Director thanked the delegates for the many appreciative references made to his report. He expressed the hope that the Conference would produce positive results with a view to securing "the integration of the Indians in the national life", and that the problems of agriculture emphasized by a number of speakers would be the subject of further intensive studies by both the International Labour Organization and the Food and Agriculture Organization. He indicated his agreement with those speakers who had drawn attention to the effect that social security systems could have on national economies by maintaining the purchasing power of those who lose their ability to work. Finally, he expressed the belief that the further industrial development of the Latin-American countries would be welcomed by all countries as leading to higher living standards and an increase in international trade.

Committee on Vocational Training

The Committee on Vocational Training, composed of nine Government members, six Employers' members and six Workers' members, and voting according to the Riddell-Tzaut system, held eight sittings from April 2 to April 11.

The Committee used as the main basis of its discussions the series of principles and proposals contained in Chapter IV of the Report on Vocational Training prepared for the Conference by the International Labour Office. It also considered a draft resolution on inter-American technical training courses presented by the Mexican Government member, as well as a draft resolution on industrialization and vocational training submitted by the Argentine Government member.

In the course of their discussions, the members of the Committee demonstrated their recognition of the fact that, unless vocational training facilities are greatly enlarged in a number of American countries that have extensive industrialization programs, the latter cannot be carried out. As no serious divisions of opinion developed in connection with the three texts under consideration, the discussions were confined, for the most part, to minor changes in these texts. The Canadian Government member, drew the attention of the Committee to the position of federal countries with regard to various aspects of the main draft resolution under discussion. As a result of its deliberations, the Committee adopted unanimously, for submission to the Conference,

a Report recommending approval of two resolutions, namely:—

Resolution concerning vocational training (Annex 3)

Resolution concerning the organization of regular inter-American technical training courses for workers (Annex 4)

It also transmitted to the Committee on Resolutions, a draft resolution on industrialization and vocational training (see below).

The first of the two Resolutions communicated to the Conference sets forth an extensive program for the development of vocational training in each country (linking it closely to vocational guidance) and also for the continued co-operation of the American countries in this field. It urges the development of vocational training on the basis of a comprehensive national plan and proposes a detailed scheme with regard to vocational guidance, pre-vocational guidance, pre-vocational training, vocational and professional training in specialized schools, apprenticeship, in-plant training, part-time supplementary training, agricultural training, training and re-training of adult workers and special problems of training including women, disabled persons, special indigenous groups, and handicapped and homeless children. It also deals with the interchange of information on training, the procurement of equipment for training establishments, regional co-operative facilities for the advanced training of selected vocational training instructors and the exchange of apprentices and trainees. Finally, it proposes that the Governing Body of the International Labour Office be invited to create a Subcommittee of the Employment Committee to intensify inter-American co-operation in vocational training and to co-ordinate the activities of the American countries.

The second Resolution proposes the creation of training facilities for workers from interested countries in those American countries that have attained a high level of technical development in any particular type of enterprise.

When the Committee's Report was presented to the Conference, on April 13, it was adopted unanimously without discussion.

Committee on Labour Inspection

The Committee on Labour Inspection, composed of twelve Government, six Employers' and six Workers' members, and using the Riddell voting system, held seven sittings from April 2 to April 10.

At its first sitting, the Committee decided to centre its discussions on Chapters IV to X of the Report on Labour Inspection prepared by the International Labour Office. In the course of the earlier sittings, members from twelve

states, including Canada, gave informative accounts of the present inspection systems of their countries, and added to the value of the discussions by their frankness with regard to the weaknesses encountered in those systems.

From the outset of the discussions, the members recognized the importance of an efficient inspection system in securing the application of labour legislation. The problems that were the subject of special attention related to the financing of an adequately staffed and equipped inspection system. It was the consensus of opinion that inspectors should be selected solely on the basis of their practical and technical knowledge of the problems before them; that they should be trained for their duties; and that their conditions of employment should be such as to attract suitable personnel. Despite the acknowledged difficulty of obtaining larger public appropriations, the Committee as a whole agreed that the appropriation of finances from public funds was the only means of financing inspection services compatible with the impartiality essential to the effective functioning of an inspectorate.

On the question of the tasks of an inspector, there was general agreement that the primary duty of an inspector is to ensure that the legal and other provisions relating to the working conditions and the protection of the workers are understood and applied by the employers and workers concerned; that, in performing this duty, an inspector should be able to supply technical advice and information to the interested parties concerning the most effective means of applying the provisions in question; and that an inspector should not be given conciliation and arbitration functions as these were considered incompatible with the need for ensuring the greatest possible impartiality and effectiveness in the performance of an inspector's primary duty.

At the fifth and sixth sittings, the Committee considered a fairly lengthy draft resolution on labour inspection, prepared by the Secretariat and the Officers of the Committee, which embraced the aspects of the problem raised in previous discussions as well as points implied by those discussions. Without debate it also gave its approval to a draft resolution, submitted by the Costa Rican Government member, proposing that the Governments consider the extension of their inspection services to agricultural and stock-raising activities. Before finishing its work, the Committee was able to approve unanimously, for transmission to the Conference, a Report proposing the adoption of the following Resolutions:

Resolution concerning labour inspection (Annex 5)

Resolution concerning labour inspection in agriculture (Annex 6)

The Committee's Report, presented to the Conference on April 12, was adopted by the latter the following morning without opposition.

Committee on Industrial Relations

The Committee on Industrial Relations, which consisted of fifteen Government members, ten Employers' members and ten Workers' members and used the Riddell-Tzaut system of voting, held nine sittings from April 2 to April 12.

The Committee decided to use as the basis of its discussions the seven draft resolutions contained in Chapter VI of Part II of the Report on Industrial Relations prepared for the Conference by the Office. These texts dealt with freedom of association, protection of the right to organize and to bargain collectively, voluntary and compulsory conciliation and arbitration, and the legal recognition, the extension and the enforcement by labour courts, of collective agreements. To facilitate progress in the discussion of the Office texts, a Sub-Committee (in addition to the usual Drafting Sub-Committee) was set up. Its function was to make preliminary studies of the Office texts and of many suggested amendments to those texts for subsequent consideration by the Committee as a whole. In addition, several draft resolutions on related matters, submitted by members, were considered by the Committee.

The problem of freedom of association earned the special attention of the Committee which devoted nearly five sittings to this subject. A proposal of the Mexican Government member, that states should guarantee freedom of association in their constitutions, was adopted unanimously. Agreement was reached in favour of the broadest possible guarantee of freedom of association in the conviction that such freedom is the only basis for satisfactory industrial relations. It was decided to lay down the principle of the right to freedom of association of all public and private employers and workers without distinction as to occupation, sex, colour, race, creed or nationality.

In discussing the protection of the right to organize and to bargain collectively, the members of the Committee considered it necessary to protect the exercise of the right of freedom of association for the benefit of individual workers, of labour unions in their relations with employers and of individual workers and groups of workers vis-à-vis their own organizations. It was consequently felt that employers should be prohibited from exerting any pressure on workers to join or refrain from joining

a union and from interfering in the formation, administration or financing of unions. At the same time, it was agreed that payment of wages for time taken up by workers' discussions with employers as well as the collection of union dues by employers should be permitted. It was further agreed that Governments should establish agencies to secure respect for the right to organize and to facilitate collective bargaining.

The Committee adopted the principle of voluntary conciliation and arbitration but unanimously rejected the principle of, and the Office text on, compulsory conciliation and arbitration, in view of the fact that the latter are only practised in a few American countries and are in conflict with the legislation of several others. It was maintained that, while recourse to conciliation should be voluntary, once proceedings begin the parties should abstain from taking strike or lockout action—although they should be free to accept or reject the recommendations of the conciliation agencies. The members were also of the opinion that, while recourse to arbitration should be voluntary, once the parties have consented to submit a dispute, they should accept the award.

As regards the question of the validity of collective agreements, the Committee considered that the provisions of a collective agreement should be applicable to all workers in the appropriate collective bargaining unit in the undertaking in question even though they are not members of the organization which concluded the agreement. On the question of the extension of collective agreements, it was maintained, on the suggestion of several members, including the Canadian Government member, that while the principle of extension should not be rejected, it should only be recommended to those countries where it is, or may be, provided for by legislation. The Committee as a whole rejected the idea of, and the Office text regarding, labour courts, feeling that they came near to the principle of compulsory arbitration, and consequently conflicted with practices followed in most countries.

After completing its discussion of the seven Office texts, the Committee approved a draft resolution, submitted by the United States Government member, recommending the adoption of the principle of the highest possible wage level with a view to increasing purchasing power, and consequently, general prosperity. It also approved two draft resolutions, received from the Mexican Government member, on equal pay for equal work and on stability of employment; a draft resolution submitted by the Cuban Government member

regarding the inclusion of industrial relations in the agenda of early sessions of the Regional Conference and of the International Labour Conference; and a draft resolution, introduced by the same member, regarding collaboration between the public authorities and the employers' and workers' organizations.

On April 12, the Committee reached agreement on a Report recommending that the Conference approve the following eleven Resolutions:

- Resolution concerning constitutional provisions for freedom of association (Annex 7)
- Resolution concerning freedom of association (Annex 8)
- Resolution concerning protection of the right to organize and to bargain collectively (Annex 9)
- Resolution concerning voluntary conciliation and arbitration (Annex 10)
- Resolution concerning the validity of collective agreements (Annex 11)
- Resolution concerning the extension of collective agreements (Annex 12)
- Resolution concerning wage policy (Annex 13)
- Resolution concerning equal pay for equal work (Annex 14)
- Resolution concerning stability of employment (Annex 15)
- Resolution concerning the placing of the question of industrial relations on the agenda of early sessions of the Regional Labour Conference and of the International Labour Conference (Annex 16)
- Resolution concerning collaboration between the public authorities and the employers' and workers' organizations. (Annex 17)

When the Committee's Report was submitted to the Conference on April 15, it was adopted after the discussion of certain proposed amendments. The Conference approved an amendment, presented by the Workers' Group, which was included as paragraph (3) in Part I of the Resolution concerning protection of the right to organize and to bargain collectively (Annex 9). This called for legislation to protect labour leaders in the performance of their legitimate activities during the periods in which strikes are in preparation or in progress.

Committee on Resolutions

The Committee on Resolutions had as its terms of reference the discussion of draft resolutions not related to any item on the agenda of the Conference as well as draft resolutions arising out of the discussion of the Acting Director's Report. It was composed of 17

Government, 11 Employers' and 11 Workers' members, as well as one representative from each group of the Delegation of the Governing Body, and held nine sittings from April 3 to April 16, the Riddeli-Tzaut voting system being applied.

The Committee approved unanimously, without discussion, a draft resolution submitted by the Chilean Government member, urging the American Governments concerned to arrange for early ratification of the Instrument for the Amendment of the Constitution of the International Labour Organization, adopted in Paris on November 5, 1945. It dealt similarly with a draft resolution, presented by the Chilean Government Delegates, recommending that the Governing Body invite El Salvador, Honduras, Nicaragua and Paraguay to join the Organization at an early date. A text, introduced by the Guatemalan Government Delegates and recommending the holding of national labour conferences of a tripartite character, was adopted with only minor changes. A draft resolution, submitted by the Cuban Delegation and calling for legislative measures to protect university professors and staff in the performance of their duties, was withdrawn owing to opposition. When, however, the same Delegation presented a further text inviting the Governing Body to complete, for submission to the International Labour Conference, its current studies regarding the working conditions of professional workers and teaching staff, the second draft was approved.

The Panamanian Delegation presented a draft resolution which stated that workers in the Panama Canal Zone who are not United States citizens are the object of discrimination with regard to working conditions. The draft called for the International Labour Organization to appoint a correspondent for Panama and the Zone; to initiate an investigation of working conditions in the Zone; and, if the investigation justified such action, to appeal to the United States Government to enact appropriate remedial legislation. After this text had received lengthy consideration, it was agreed to set up a special Sub-Committee, composed of the Chairman of the Committee on Resolutions, a representative of the Secretary-General and United States and Panamanian representatives, to draft a new text. The Sub-Committee reached agreement on a text, couched in general terms, which called upon Member Governments to work for the eradication of all cases of discrimination in working conditions and, for the Governments concerned, to study jointly, with the assistance of the International Labour Organization, any allegations that might be made with regard to discrimination in one country against

nationals of another country. Before this draft resolution was approved by the full Committee, the Panamanian Government Member stated that he had agreed to it in view of the fact that the United States Government member had given him a formal letter which contained the assurance that he would communicate the new text to the United States Secretary of Labour, together with a complete record of the proceedings that led to its adoption and the recommendation that the problem of the Canal Zone be given close attention.

Consideration was given by the Committee to draft resolutions, submitted by the Workers' group and the Panamanian Delegation, respectively, proposing the creation of a Branch Office of the International Labour Office in Latin-America and the establishment of correspondents of the International Labour Office in American Member countries where they have not so far been appointed. The Committee decided to combine these proposals in a single text along with a draft resolution, presented by the Colombian Government member, which recommended the setting up, within the International Labour Office, of a service to study Latin-American economic problems.

The Committee also approved, with minor changes, a draft resolution regarding training in industry presented by the Employers' Group.

As a result of its discussions on the topics referred to above, the Committee adopted, on April 13, a First Report for transmission to the Conference, urging that the following seven Resolutions be approved:

- Resolution concerning the ratification of the instrument for the amendment of the Constitution of the International Labour Organization (Annex 22)
- Resolution concerning the readmission to the International Labour Organization of the American States which are not members (Annex 23)
- Resolution concerning the organization of national labour conferences (Annex 24)
- Resolution concerning the situation of professional workers (Annex 25)
- Resolution concerning discrimination (Annex 26)
- Resolution concerning the extension of the services of the International Labour Office in relation to American countries (Annex 27)
- Resolution concerning training within industry (Annex 28).

The Committee's Report was adopted by the Conference, on April 15, without opposition.

Sub-Committee on Economic Problems

The Sub-Committee set up by the Committee on Resolutions to consider draft resolutions on economic problems arising out of the consideration of the Acting Directors' Report, was composed of 12 Government, 6 Employers' and 6 Workers' members and, in common with the other two Sub-Committees referred to below, adopted the Riddell voting system.

Four draft resolutions were approved by the Sub-Committee and included in its Report to the Committee on Resolutions, namely:

Resolution concerning industrialization, (Annex 18.)

Resolution concerning inflation, (Annex 19.)

Resolution concerning statistics, (Annex 20.)

Resolution concerning industrialization and vocational training—transmitted by the Vocational Training Committee, (Annex 21.)

On April 15, the Committee adopted the Sub-Committee's Report with minor changes and made it the subject of its Third Report which was approved by the Conference the same day.

Sub-Committee on Migration

The Sub-Committee set up by the Committee on Resolutions to discuss draft resolutions on migration that might arise out of the general discussion of the Acting Director's Report, consisted of 8 Government, 4 Employers' and 4 Workers' members.

The following draft resolution was approved by the Sub-Committee and embodied in its Report to the Committee on Resolutions:

Resolution concerning migration (Annex 29)

On April 13, the Committee adopted the Sub-Committee's Report without discussion and made it the subject of its Second Report which the Conference approved on April 15.

Sub-Committee on Indigenous Populations

The Sub-Committee set up by the Committee on Resolutions to consider draft resolutions regarding indigenous populations arising out of the general discussion of the Acting Director's Report, was composed of 6 Government, 3 Employers' and 6 Workers' members.

In its Report presented to the Resolutions Committee on April 16, the Sub-Committee indicated that it had not had sufficient time to give adequate consideration to all of the texts referred to it, and recommended to the Committee the adoption of certain draft resolutions and the transmission of others to the International Labour Organization, for its information. Finding it impossible to reach

definite conclusions regarding the texts contained in the Sub-Committee's Report, the Committee on Resolutions decided to transmit to the Conference, with its Fourth Report, a Resolution (Annex 30) drawing attention to the importance of the proposals studied by the Sub-Committee; recommending to the Governing Body that it establish a Committee of experts on social problems of the indigenous populations of the world; and calling for transmission to the Governing Body, for reference to the proposed Committee, as a basis for the latter's studies, of the Acting Director's Report and the seven draft resolutions embodied in the Sub-Committee's Report (which are appended to Annex 30).

On April 16, the Fourth Report of the Committee on Resolutions was adopted by the Conference which approved an amendment to the Resolution contained in it, to the effect that the Committee of experts referred to should be asked to present to the next Labour Conference of American States a report on the situation of the indigenous populations of the American Continent.

Selection Committee

In addition to making recommendations regarding questions of representation on the various Committees, the Selection Committee arranged the program of the Conference and Committees.

While the credentials of the Argentine Workers' Delegate and of his Adviser were questioned in the Selection Committee, and the Workers' Group decided to exclude them from their meetings, no formal protest regarding their credentials was lodged in the normal manner. Consequently, in the second of its two Reports, the Committee stated that it had found all the credentials deposited with it in order. Both Reports of the Committee were adopted by the Conference.

Receptions and other Functions

On April 5 the delegates were received by the President of Mexico. In a short address, made on behalf of the delegations, Mr. Arriaga Andrade (Colombian Government Delegate) thanked the President for the friendly welcome given by Mexico to those attending the Conference and for the address that he had made at its inaugural sitting. In reply, the President stated that he was happy to have an opportunity to meet the delegates personally; wished the Conference success; and asked the delegations to take back to their countries his fraternal greetings to their Governments and peoples.

Several large receptions, entertainments and other functions were arranged for the delegates

by the Mexican authorities including four Ministers of State and others. On April 12, at the Palace of the Governor of the Federal District the delegates were presented scrolls naming them guests of honour of the City and the Medal of the City.

*Message from the United States Secretary
of Labour*

The following message from the Honourable L. B. Schwellenbach, United States Secretary of Labour, to the President of the Conference, regarding the Conference then in progress and the Joint Maritime Conference to be held in Seattle, Washington, in June of this year, was communicated to the Conference on April 12:

"I am greatly pleased by reports indicating the constructive results of the Third Conference of American States Members of the International Labour Organization and hope that the Maritime Conference scheduled in Seattle, Washington, in June, will be equally fruitful. To this end, I urge that

each member state send a full complement of representatives to the Seattle meetings".

Closing of the Conference

The Third Labour Conference of American States Members of the International Labour Organization was declared closed at 2.00 p.m. on April 16, by the President and Vice-Presidents of the Conference and a Latin-American representative of the Secretary-General. The closing speeches expressed considerable satisfaction with the concrete results obtained by the Conference and the hope that the Governments concerned would take the necessary steps to implement the terms of the Resolutions adopted.

We have the honour to be,

Sir,

Your obedient servants.

(Signed) HUGH L. KEENLEYSIDE
CHRISTOPHER EBERTS

Annex 1—Statement by Dr. H. L. Keenleyside

Canada has always had a very special interest in the work of the International Labour Organization. This interest has grown and spread since, owing to the tragedy of war, the International Labour Office found it necessary to establish itself in our country. We are happy to participate in this Third Conference of American States, Members of the Organization. We are anxious to learn what our brother nations of the hemisphere are doing to face the industrial and social problems that are common to all of us, and we are happy to share with you the knowledge and experience acquired in the course of our efforts to attain social justice in our country and to develop fruitful co-operation with other countries.

Now, with your permission, I will speak in English. I am sure that it will be both easier for me and more agreeable for those of you whose mother tongue is Spanish.

I intend to confine my comments to one or two very brief remarks about some of the more important aspects that are dealt with in the Acting Director's Report. Before doing so, however, I should like to say just a word or two in compliment to those who have been responsible for the preparation of that Report, which seems to me to have presented a complex subject in as clear and distinct and well organized a form as it was possible to do it.

Four main topics covered by the Report are migration, the industrial development of Latin-America, social security, and the conditions of the indigenous inhabitants of the American States. Of these, I would like to refer very briefly to two: social security and the industrial development of Latin America.

The problems of social security were dealt with in some detail in this capital in July of last year, when the Permanent Committee of the Inter-American Conference on Social Security met in Mexico City. They were also basic to the discussions which took place at the Philadelphia Conference in 1944. At that time, the Canadian Minister of Labour, the Hon. Humphrey Mitchell, expressed the determination of the Canadian Government to do what it could to wipe out, as far as Canada was concerned, the three great fears which oppress the lives of people in all countries in our modern civilization. These were the fear of destitution through unemployment, the fear of destitution from old age, and the fear of destitution from sickness.

We in Canada have made a start on the program that was outlined by Mr. Mitchell. We have had for some time a complete system of old-age pensions for those who require assistance in their later years. We have introduced and are now enforcing a comprehensive system of unemployment insurance on a federal basis which extends over a very large part of the working population of our country. We have inaugurated within the last year a system of family allowances which are paid with respect to all children, regardless of the economic status of their parents. And we are now studying the possibilities of a national health insurance scheme, which has to be worked out, of course, in collaboration with the Provincial Governments. One province has already introduced, on

its own, a system of health insurance which, so far as we can tell from early experience is going to work satisfactorily. It is altogether probable that similar experiments will be tried in other provinces, and that some overall scheme with federal assistance will be very shortly worked out.

We do not, of course, consider that by taking these steps, we have solved the problems of social security, but we do feel that there has been made a start which is promising and heartening to those who wish to see progress made in this important direction.

The Acting Director's Report discusses at some length the problem of the industrialization of Latin America, and this is a matter that is of peculiar interest to Canada. At the beginning of this century, Canada was a country almost entirely agricultural. What industrial activity we had was largely dependent upon the extraction and the initial processing of the products, raw products, of our fields and mines and seas and forests. With the development that came as a result of the First World War, the further development during the 1920's, and the progress that was made during the period of the war that has just ended, Canada has changed from a predominantly agricultural country to a country that is predominantly industrial. From being one of the last among the industrial powers, the Canadian people have now found themselves in a position to produce almost everything that is needed for their own consumption and to produce on an extensive scale for export abroad.

As a result of the rather phenomenal and very radical changes that have taken place, particularly during the last six years, we have become far more interested in foreign trade than we ever were before, although foreign trade has always been the lifeblood of our country. Now, however, we have to find abroad not only markets for our raw materials but markets for the manufactured goods that are the result of the processing of those raw materials. This means that in addition to supplying a larger proportion of our own needs from our own industry, we are in a position to supply the needs of other countries as well. It does not mean, however, that we are cutting down on our imports from other countries. The industrialization of Canada, far from resulting in a decline of imports, has resulted in a very radical increase in imports, and it is for this reason that we feel that if the process of industrialization that has now started in Latin America is carried through, it will be of value not only to the countries that are being industrialized, but of value also to those countries which rely for their welfare on a large and active foreign trade. So, Canada is enthusiastically behind any program that may be designed to increase the industrial activity of the Latin-American countries.

It is, I think, worthwhile mentioning, perhaps, very briefly, the experience that we have had in the related field of inflation during the last few years in Canada. In common with all the countries that were affected by the increased demand resulting from the war, Canada went through a period when the purchasing power

of the people was very rapidly and very radically increased. If no steps had been taken to offset the obvious results of such a development, we would have had an inflationary movement in Canada that would have been of very serious moment to all of our people, and particularly to those of our people who were on a stated income which was not easily susceptible of change.

As a result, however, of Government action, we have succeeded in obviating a good many of the probable difficulties that would have arisen had such action not been taken. The steps that the Government took to overcome the threat of inflation were those that have been mentioned in the Acting Director's report as being desirable in such conditions elsewhere. We put a ceiling on prices as of a certain date, and we maintained that ceiling. We put a ceiling on wages and we maintained it except for certain adjustments which were made necessary by the obvious injustice of existing conditions at the date when wages were frozen. In addition to that, we introduced controls on the handling of international foreign exchange and international payments. We very radically increased corporate and personal income taxes, in many cases raising them to from five to ten times what they were prior to the outbreak of the war. We now have a system of personal and corporate income taxation that is almost as high, if not quite as high, as that of any of the other countries with which we are concerned in these discussions.

As a result of these steps and one other, that is, the drawing off of surplus purchasing power by the persuasion which was addressed to the people of our country to purchase bonds—and I might interject here that the persuasion was so effective that at the present time, over three million people in Canada are personal investors in the bonds of the Canadian Government; that means that on an average, one person in every family in Canada has purchased Government bonds in the last five years—as a result of these steps, the threatened inflation was avoided and the increase in the price levels in Canada over the past six years has been only 18 per cent, a record which I think it would be difficult to equal anywhere else in the world.

There is one other word that I should like to say about the general question of industrialization. I have said that Canada is interested in seeing the industrialization of Latin America progress, seeing the standards of living of the people in the Latin-American countries raised still further, and that we would welcome, and be glad to assist so far as we can in, that process. This does not mean, however, that we believe that either in Canada or in the Latin-American

countries or in any other country it is desirable that uneconomic industries should be fostered and protected to a degree that would injuriously affect the national economy. In other words, we believe that any industry that has a reasonable chance of becoming self-supporting in a reasonable period should be given protection. We would be prepared to follow that through ourselves and we would be prepared to assist any country that follows it in its national program. On the other hand, we do not believe that, either for ourselves or for any other country, it is a desirable procedure to establish barriers which build up and maintain an industry that is bound to be permanently, or for a long period, a parasite in the country in which it is established. That is not, in our view, desirable from the standpoint either of the people of the country itself or from the standpoint of the development of international trade, which is one of the most important factors that we will have to consider, and consider seriously, if the post-war world is to reach anything like the status of general prosperity and full employment which we hope to see achieved.

I think that in conclusion there are only two things I should like to say. The first is that, speaking on behalf of the Canadian delegation, I wish you to know that we appreciate very much indeed the arrangements that have been made for the holding of this Conference, for the generous hospitality that has characterized all that has been done for us since the delegations arrived in Mexico. The traditional generosity of the Mexican people has been very apparent on this occasion. Those of us who live here and who have even wider experience of that generosity, realize that there is hardly any praise that could be higher than that. I only hope that when the members of the Conference come to Canada in the autumn of this year, as I hope all of them will do, for the meeting of the I.L.O., Canadian hospitality will not suffer too greatly in comparison.

In conclusion, I would add just this, that we have come to the discussions of this Conference with a view to learning from the wisdom and the experience of the representatives of the other countries who have met here. We have come also to contribute as far as we can, from the knowledge and the experience that we have acquired, sometimes rather painfully, in our own history of Canada. It is our very sincere hope that results will flow from this Conference which will contribute in no small way to the building up in the countries of America of a happier, a more prosperous, and a more peaceful life.

Annex 2—Statement by Mr. Paul Goulet

I have great pleasure in presenting the Report of the Vocational Training Committee to the Conference. In doing so, I should like to say that the Committee has worked together in a splendid fashion as a team, intent on arriving at decisions which, if approved by the Conference, should serve as a guide for all American States in their vocational training programs. I should like to add a word of praise for the energetic way in which the Chairman guided the deliberations of the Committee. Without this guidance, we certainly should not have been able to finish our work in such a short time. We also owe a debt of gratitude to the members of the Drafting Committee, who spent

many hours putting the resolutions into shape. It is, however, quite certain that we could not have drafted such resolutions as those now before you but for the preliminary work done by the International Labour Office, which prepared an admirable report summarizing the existing situation concerning vocational training in the American countries. We owe thanks to the staff of the Office for the work they have done and particularly to the representatives of the Secretary-General who assisted the Committee throughout its sittings.

The question of vocational training is of particular importance to the countries of this continent, because unless there is a great in-

crease in the training facilities available, the vast programs of industrialization which the Latin American countries in particular are undertaking will necessarily remain merely paper schemes. We have had experience of this situation in my country during the war, when it was necessary to expand our industrial equipment to a very large extent in order to meet the needs of the armed forces. This would have been impossible without a great increase in training facilities of all kinds. Such an increase is still more important in the countries which are in an earlier stage of industrialization.

The Vocational Training Committee presents two draft resolutions. The main resolution sets forth a detailed program for the development of vocational training in each country linking it closely with vocational guidance, and also for continued regional co-operation of the American countries on this question.

I cannot, of course, in the short time at my disposal, refer to all the interesting points which were discussed by the Committee. I may, however, be allowed to mention a few. The desirability of granting full equality to men and women in this field was stressed more than once. There was another question which, in fact, gave rise to a lengthy discussion, concerning the importance of giving preference in employment to workers who have undergone a course of training. It appeared that this proposal was in conflict with long-standing collective agreements in some countries guaranteeing seniority rights to workers already employed in undertakings. The upshot of this very real division of opinion on an important matter was a compromise in which each party made concessions. In this compromise, the Committee recognized that it was no good training workers unless there was work for

them in the occupations for which they have been trained.

There is another point to which I should like to draw special attention and that is the desirability of regional co-operation of the American countries after the end of the present Conference. Even without such collaboration the adoption of the resolutions proposed by the Committee would be useful; but clearly the utility of the work we have done would be greatly increased if means were provided for continuing the co-operation of the American countries, which has been so marked a feature of our discussions here. The resolution before you makes suggestions concerning the exchange of information, the procurement of equipment, the establishment of training facilities among groups of American countries and an exchange of apprentices and trainees. A separate resolution has been drafted which sets forth possible methods of organizing regional training facilities to which the Committee attached particular importance. In the general resolution a proposal is also included inviting the Governing Body to create a sub-committee of its Employment Committee consisting of its American members and additional members if necessary, to consider vocational training questions in the American countries in the future. If the Governing Body accepts this proposal, there will be an opportunity for continual consultation of the countries of this Continent on all questions relating to vocational training, under the auspices of the International Labour Organization.

With these words of explanation, I beg to submit the Report of the Vocational Training Committee to the Conference and to move its adoption.

Annex 3—Resolution Concerning Vocational Training

Whereas—

(1) the organization of vocational and technical training is one of the measures which were stated by the Preamble to the Constitution of the International Labour Organization in 1919 to be urgently required;

(2) in 1938 and 1939, the International Labour Conference in Geneva gave detailed consideration to the problem, and, in the latter year, adopted two Recommendations concerning vocational training and apprenticeship respectively, which have already formed the basis of the structure of vocational training and apprenticeship in the American countries;

(3) in the Declaration of Philadelphia, in 1944, the Conference recognized the solemn obligation of the Organization to further, among the nations of the world, programs which will achieve the assurance of equality of educational and vocational opportunity;

(4) although these Recommendations have a universal character, some of their provisions are of particular interest to the American countries, especially to those in which industrialization programs are being, or will be, undertaken, and which require an adequate supply of skilled labour;

(5) the number of skilled workers can be increased only if facilities are provided for systematic vocational guidance and training of workers in these countries and if their placement in employment is assured;

(6) The Governments and bodies concerned in the American countries have already given careful consideration to the principles laid down in the previous Recommendations in the revision and improvement of their vocational training systems, a fact which proves that the time has come to prepare an inter-American plan of action on vocational training;

For these reasons, the Third Labour Conference of American States Members of the International Labour Organization adopts the following resolutions:

Organizational Basis

1. (1) Vocational training should be developed on the basis of a comprehensive national plan, integrated with industrial and agricultural policy.

(2) It is desirable to define the social and economic objectives of the national vocational training program with a view to—

(a) meeting the immediate and prospective labour requirements of industry and agriculture in each area and in the country as a whole;

(b) providing opportunities for developing the full capacities of the young persons and men and women in each area in the country as a whole;

(c) ensuring that the training program is directed towards the general well-being,

by helping to develop national human and material resources with a view to raising living standards throughout the country.

2. (1) Administrative responsibilities for the development of vocational training facilities should be defined, and measures should be adopted to ensure the systematic co-ordination of vocational training activities and of the work of the authorities concerned with their development, at the national regional and local levels.

(2) Machinery should be established for enlisting the full technical assistance and co-operation, at the national, regional and local levels, of—

- (a) representative organizations of management and labour in industry and agriculture;
- (b) public agencies whose work affects education and planning of production and employment, respectively; and
- (c) other organizations in a position to advance the development of vocational training, including vocational education guidance, vocational education and youth organizations.

Vocational Guidance

3. (1) Measures should be adopted to link vocational guidance with all forms of vocational training, and for relating the choice of training to prospective employment opportunities.

(2) It is desirable to provide, free of charge, technical vocational guidance tests, including any vocational selection of general aptitude tests, and a medical examination for every person about to enter a course of vocational training.

(3) In accordance with these purposes, measures should be adopted to train qualified vocational guidance staff and to select such technical staff, if already available.

(4) Special arrangements should be made for travelling qualified vocational guidance people, able to provide assistance to young people in rural areas.

Pre-Vocational Training

4. In order to relate education closely to national social and economic policy, it is desirable to provide for a vocational bias in the last years of primary and secondary education, and to differentiate the courses offered in urban and rural schools, but without sacrificing general cultural subjects.

Vocational and Professional Training in Specialized Schools

5. (1) At least one industrial training school should be set up in each region, and this basic network should be supplemented as rapidly as possible by more specialized facilities for technical training for particular industries and occupations (including public and social service occupations) and by additional facilities for higher technical and professional training for industry, from the secondary level to the highest professional level.

(2) In order to improve the standard of training offered in commercial schools there should be adequate official supervision, and special efforts should be made to relate the training provided more closely to the requirements of the national economy.

(3) It is desirable that, in drawing up public works and development projects, Governments should, without detriment to general education, grant special facilities for—

(a) the building of vocational schools and the allocation of funds, materials and labour needed for the execution of such projects; and

(b) the equipment of vocational training schools with an adequate quantity of modern and good quality tools, machine tools, machinery and other supplies.

6. (1) A staff of instructors and teachers, adequate in number, skilled in technique and qualified in teaching, should be trained for the vocational schools.

(2) For this purpose, a special instructors' training centre or institute, at which vocational school teachers can receive a preparation for their work and to which they can return at periodic intervals to refresh and modernize their knowledge and techniques, should be set up.

(3) In order to facilitate recruitment of vocational school instructors, measures should be adopted to improve their status and conditions of employment, thus preventing their migration to other more attractive occupations.

(4) Steps should be taken to train administrative staff for vocational schools and centres, by such means as special courses in public administration and co-operation.

7. Access to vocational schools should be facilitated by such measures as—

(a) free attendance and free provision of work clothes, shoes and protective equipment, necessary tools and supplies of all kinds;

(b) free or low-cost mid-day meals and free health care through the schools, as national circumstances permit;

(c) special public transport arrangements aimed at widening the geographic area covered by any school and ensuring that trainees are able to get to the schools and return home without undue loss of time, energy and health;

(d) organization, on a basis of tripartite co-operation, of residential boarding units for young persons of both sexes who live beyond daily commuting distance of vocational training, and payment of maintenance allowances to those forced to live away from home;

(e) payment of vocational training allowances to young persons undergoing a course of training lasting for six months or more, the allowances being granted subject to proof of merit, and, on equality of merit, preference being given to the neediest trainees;

(f) extension of scholarship facilities to promote access to higher technical training.

8. Representatives of employers, trade unions and associations of graduates and alumni should be included in the administrative machinery of vocational schools, the advisory and executive functions of which should be defined locally by special regulations. These representatives should be freely chosen by the organizations most concerned with the curricula offered by the school.

9. It is desirable to encourage industrial research and experimentation in the vocational schools, especially those providing higher technical training, with a view to promoting national industrial development, overcoming technical obstacles, and perfecting methods of training.

10. Measures should be adopted to interrelate the training provided in vocational schools and technical institutes of various kinds

so that the available facilities make up a co-ordinated network through which persons in training may move upwards to the highest forms of training within their capacity.

Apprenticeship

11. (1) It is desirable to establish national State or provincial and municipal apprenticeship committees, composed of equal numbers of employers' and workers' representatives and representatives of the Government Departments most closely concerned with industrial development and vocational training, and charged with encouraging the development and carrying out of apprenticeship programs.

(2) It is desirable to organize a Government service specially equipped with a field staff of experts able to provide technical assistance in the development of apprenticeship programs in the various trades and occupations and within the different undertakings.

(3) Full employer and trade union representation should be ensured throughout each apprenticeship program, by, for example, joint trade and plant apprenticeship committees.

12. (1) It is advisable to formulate a set of uniform basic minimum standards to which every apprenticeship contract must conform.

(2) The application of such standards should be supervised and the standards should be revised to meet changing needs.

13. (1) Measures should be adopted:

(a) to investigate in which trades it would be useful to establish apprenticeship programs;

(b) to widen apprenticeship trades for young workers in relation to needs; and

(c) to spread knowledge of these opportunities and to promote public understanding of the role of apprenticeship in the process of industrialization.

(2) The responsibilities of the State and of the employers' and workers' organizations in these activities should be defined.

(3) There should be official supervision to ensure that for each foreign technician employed in industry preference is given to the engagement of at least one native or naturalized apprentice, qualified to receive technical or vocational training; methods should be adopted establishing the respective responsibilities of the State and of the employers' and workers' organizations in these matters.

In-Plant Training

14. (1) It is desirable to plan a systematic expansion of in-plant training programs, in addition to apprenticeship programs, aimed at enabling each new worker to secure the training essential for the most efficient performance of his own job, and to obtain some understanding of the productive operations of the undertaking as a whole.

(2) It is advisable to develop a system of learnership, organized on the same basic principles as apprenticeship but lasting less long, and aimed at training specialized workers under contract and according to defined standards.

(3) It is desirable to include in any in-plant training plan systematic provision for upgrading and promotion training, aimed at enabling each worker to move into more highly skilled work and to develop his technical skill to the limit of his own ability and the prospective employment openings within the undertaking.

(4) It is desirable to co-ordinate in-plant training programs within any industry with a view to developing greater uniformity of method and to setting standards of technical achievement for the training of the various categories of workers within the industry as a whole.

15. In-plant training programs should be organized with the co-operation and participation of the workers' representatives in the undertaking or of the trade union concerned.

16. (1) It is desirable that the Governments should make efforts to promote the organization of in-plant training schemes and to provide the technical assistance needed for this development, as for example by means of experts and instructors to analyze the training requirements of the various undertakings and to help in getting suitable programs started and running smoothly.

(2) Other methods should be adopted to induce employers to offer suitable facilities for the vocational training of a reasonable quota of young workers (including propaganda and public financial assistance).

Part-Time Supplementary Training

17. (1) Systematic supplementary training should be provided under public auspices, in co-operation with employers' and workers' organizations, for apprentices and all young workers entering industrial or commercial undertakings without prior vocational training.

(2) It is desirable to equip specialized vocational schools to provide this form of training on a part-time basis, and, in addition, to set up special half-time schools for the various industries, offices or undertakings, maintained with the support of the employers concerned, but with public subsidy granted under conditions guaranteeing adequate and well-rounded training and operated in co-operation with the trade unions concerned.

(3) It is desirable to promote greater national uniformity in the methods and curricula of the supplementary training provided in the various industries, occupations and undertakings.

(4) It is desirable to encourage attendance at such courses of all young workers under 18 years of age employed in any undertaking, and, in addition, to require employers to give such persons free time during working hours, and without reduction of wages, in which to take the required courses, and to increase the wages of young workers who make particularly meritorious efforts and who prove by their records that they have increased their capacity by their supplementary training.

Agricultural Training

18. (1) The number of specialized agricultural schools, including schools for stock-breeding and fishing, at the secondary school level, organized on a productive basis, should be increased to ensure that young people in all rural areas have access to such schools by, for example—

(a) adequate transport arrangements; and

(b) setting up residential units near to each of these schools, and providing for the maintenance of the pupils at State expense and where necessary for the payment of allowances to their families.

(2) It is desirable to ensure constant improvement in higher technical training for agricultural experts and instructors for agricultural

schools, and to provide greater access to the type of school through an extensive system of fellowships for qualified pupils of the specialized agricultural schools.

(3) It is desirable to equip these institutes to provide short courses for agricultural technicians and refresher courses for teachers of agricultural education and for teachers in all primary rural schools.

19. It is advisable to establish a service of traveling agricultural experts and instructors, paid by the Government, and qualified to spread knowledge of modern methods of agriculture and develop the necessary training programs in each region.

20. In formulating and carrying out programs of agricultural education, it is advisable to secure the collaboration of agricultural enterprises, of agricultural workers, and, in appropriate cases, of local official councils, and their representation in any advisory machinery set up in this connection.

Training and Retraining of Adult Workers

21. Special provision for the training and retraining for all adults should be included in all vocational training programs.

22. (1) Training facilities should be adapted to the use of adult workers, as for example, by special daytime courses and classes in vocational apprenticeship schools, by evening classes in vocational schools, by admitting adult workers freely in in-plant training schemes, or by organizing special centres.

(2) Measures should be adopted to promote the continued technical training and upgrading of adult workers.

23. (1) Measures should be adopted to encourage the expansion and use of training facilities for adults, such as public subsidies to be used for organizing supplementary courses (either during or outside working hours), adequate allowances to adults in full-time training, and for other purposes, and the enlisting of employer and trade union support and co-operation.

(2) Machinery should be set up for special investigation and research, undertaken in co-operation with employers' and workers' organizations, into the need for training facilities for adults, the type and method of training which would be most practical and suitable for the various industries, and the measures needed to promote the organization of suitable facilities to the extent found necessary.

Special Problems of Training

Women

24. (1) Measures, including the orientation of general education towards vocational aims, and vocational guidance, should be adopted to assure women complete access to all forms of training.

(2) It is desirable to investigate women's training requirements for the purpose of determining adequate methods of improving existing training facilities.

Disabled Persons

25. It is desirable to set up machinery for investigating the special training needs of disabled persons and for ensuring that such persons have equal access to all training facilities suited to their capacity. Moreover, organizations and institutions should be established where necessary to undertake the vocational training of the disabled or to intensify such training where it exists.

Special Indigenous Groups

26. Special machinery should be established within the framework of the various vocational training schemes to investigate the vocational training needs of the indigenous population, with a view to incorporating throughout the country, as may be found necessary, suitable and adequate provision for their training for industrial, agricultural and handicraft pursuits, appropriate to their requirements and to those of their country.

Handicapped Children

27. Separate specialized vocational schools should be set up for children with retarded mental development and children with special physical defects.

Homeless Children

28. Measures should be adopted to protect minors who are socially and economically handicapped so that they may enjoy the same vocational training opportunities as other young persons.

Exchange of Information

29. Systematic arrangements should be made to ensure and promote the regular interchange among governments and employers' and workers' organizations of all information useful in developing and improving vocational training facilities.

Procurement of Equipment

30. It is advisable to recommend to governments arrangements for making available, so far as national circumstances permit and on as favourable terms as possible, the machinery and other supplies (including materials) needed for increasing the number and the activities of vocational training schools and workshops.

Co-operative Training Facilities

31. It is desirable to organize, in collaboration with employers' and workers' organizations, co-operative training facilities among groups of American countries, or on a regional basis, for such purposes as establishing centres for the advanced training of selected vocational training instructors to serve as a nucleus for the expansion of specialized training for the various trades and occupations. In order to carry through the regional co-operation of the American countries in vocational training, a body should be set up to promote and co-ordinate courses for the training of skilled workers to be held successively in the different countries, taking into account the degree of technical development achieved in each branch of industrial or agricultural activity in the countries of the Continent.

Exchange of Apprentices and Trainees

32. It is desirable to expand and develop arrangements for an interchange of apprentices and other persons, who are undergoing extended training for which facilities are especially limited, or who have completed the training available in their own country, and for the organization, on a tripartite basis, of a broad network of inter-American vocational training fellowships for this purpose.

Co-ordinating Machinery

33. The Conference invites the Governing Body of the International Labour Office to create a sub-committee of the Employment Committee, consisting of the American members, together with additional members if necessary, with the duties of intensifying inter-American co-operation on vocational training and of co-ordinating adequately the activities of the various American countries.

Application of the Resolution

34. It is desirable that all American States Members of the International Labour Organization should adopt legislation to apply this resolution and to prevent any interference with its application, and particularly to provide all those who have acquired technical skill with real opportunities for employment in the occupations for which they have been trained.

Annex 4—Resolution Concerning the Organization of Regular Inter-American Technical Training Courses of Workers

Whereas paragraphs 29, 30, 31, 32 and 33 of the Resolution on Vocational Training adopted by the Third Labour Conference of American States Members of the International Labour Organization refer to methods of establishing inter-American collaboration in the field of vocational training;

Whereas in the diversified production of America, depending on geographical conditions, many natural resources and enterprises are the same in various countries, which may be grouped in zones of similar production;

Whereas within these zones of similar production, certain countries attain a higher level of technical development in certain types of industries because preference is given to those industries;

Whereas advantages would accrue, both to the whole continent by bringing together the workers of various American countries, and to each nation because the country of origin of the worker who attends courses will thus obtain a worker highly skilled in his particular occupation;

The Conference considers that it would be useful:

(1) That in any country which has reached a higher level of technical development in a particular branch of agriculture, cattle-raising, or industry, practical and theoretical courses should be organized with the help of the workers of the countries which have even the slightest interest in this type of activity;

(2) That these courses should be given either in rotation or concurrently in various American countries, taking into account exclusively their position in a given industrial

branch and the value of training workers in that branch to the other American countries which are engaged in similar industrial operations;

(3) That the number of annual courses and of workers attending them from each country of the production zone concerned should be indicated by the Vocational Training Sub-Committee of the Employment Committee of the I.L.O. recommended to be established as the inter-American co-ordinating body by paragraph 33 of the Resolution on Vocational Training; this body would operate in agreement with the participating countries and the country in which the courses are given;

(4) That the organization of the courses, the program of technical training and the facilities for consequent development, should be the responsibility of the country in which the courses are given;

(5) That the travel and maintenance expenses of the workers attending any particular course should be borne by the country of their origin, these costs being covered by contributions from the Government or from the employers who send workers.

The Conference suggests as examples of possible courses in one year:

- (a) Training of workers in cane sugar and its derivations in Cuba;
- (b) Training of wine industry workers in Chile;
- (c) Training of railroad workers in the United States of America;
- (d) Training of cattle raisers in Argentina.

Annex 5—Resolution Concerning Labour Inspection

Whereas, it is vital to ensure the enforcement of the laws and regulations for the protection of employed persons; and

Whereas, the effectiveness of such legislation is wholly dependent upon the adequacy of its administration and enforcement; and

Whereas, universal experience has shown that enforcement can be ensured only through the agency of a system of labour inspection possessing ample authority, suitably directed and adequately staffed with competent persons who visit workplaces at sufficiently frequent intervals to ensure that the provisions of the labour legislation in force are properly understood by the employers and work people concerned, and are in fact being effectively applied; and

Whereas, a review of existing labour inspection conditions in the American countries re-

veals that employers and workers are frequently justified in complaining of the incompetence and inexpertness of labour inspectors; and that the enforcement of labour legislation frequently lags far behind the enactment of such legislation; and

Whereas, Article 41 of the Constitution of the International Labour Organization declares that each State should make provision for a system of inspection in order to ensure the enforcement of the laws and regulations for the protection of the employed; and

Whereas, mutual confidence in respect of the effective application of ratified International Labour Conventions can only be assured if each ratifying country is convinced that the provisions of the National measures by which such Conventions are implemented, are strictly enforced by other ratifying countries;

The Third Conference of American States Members of the International Labour Organization resolves as follows:—

I. Nature and Scope of the Inspector's Duties

1. It should be the primary duty of a labour inspectorate to ensure, through personal visits to the work places, that the provisions of laws, regulations and contracts of employment in force at any given moment relating to the conditions of work and the protection of the workers while engaged in their work are properly understood and applied by the employers and work people concerned, and, where necessary, to supply technical information to the employers and work people concerning the most appropriate and effective means of complying with such laws and regulations.

2. Without prejudice to the performance of the advisory, educational and technical functions specified in the preceding paragraph, the individual inspector should possess sufficient authority and should not hesitate to take whatever proceedings may be necessary to ensure respect for the laws, regulations and contracts of employment.

3. Any accessory tasks, which may, in view of their special knowledge, experience and competence, be entrusted to the labour inspectors should not be of such a nature or extent as to interfere with the efficient carrying out of their due quota of inspection visits; and in the assigning of any such accessory tasks to members of the inspection staff due account should be taken of any local conditions which may make the carrying out of the latter duties particularly difficult or arduous.

4. Labour inspectors should be excluded by law from performing conciliation and arbitration functions.

II. Administrative Organization

5. In each State, province or country as the case may be, labour inspection should be placed under the direction of a single central authority.

6. District inspectors should be convened to periodical conferences at headquarters not less than once a year in order to discuss their technical and administrative problems among themselves and with members of the headquarters staff.

7. In a federal country, where labour inspection lies partly or wholly within the competence of State or Provincial authorities, the Federal Government should take all appropriate steps to encourage the maintenance of uniform standards of law enforcement. The convening of national conferences of labour inspectors, the organization of courses of technical instruction, and the preparation and distribution by the Federal Government of manuals of inspection practice and model forms may be regarded as appropriate means towards the attainment of this end.

8. The work of inspection should be subdivided in such a way that a single inspector is not expected to perform too great a variety of technical tasks. For example, a single inspector should not be called upon to perform tasks requiring a high degree of technical competence in regard to *both* industrial health and safety on the one hand, and bookkeeping and accountancy on the other.

9. The competent administrative authority should provide the inspection service with: adequately equipped offices; as far as possible, appropriate clerical assistance; all necessary office and postal expenses; and all costs involved in travelling by inspectors to whatever extent

may be necessary in order that they may visit and inspect, at reasonably frequent intervals, all the work places in the districts assigned to them.

10. Certain measures should be undertaken to enlarge the interest and enlist the increased support of organized employers and workers, as well as the general public, for the organization, maintenance and financing by the State of an efficient labour inspection system. Subject to appropriate discretionary safeguards, these measures might include dissemination of more general public information concerning working conditions and remedial measures taken or needed; and, in addition to the performance of ordinary inspection duties, the demonstration by inspection officials to the public of the effectiveness of their services.

III. The Inspecting Staff

11. In the selection of candidates for posts as labour inspectors, importance should be attached to attracting to the service persons possessing practical and technical knowledge of the problems with which an inspector is faced in the course of his inspection visits, as well as the necessary minimum of general education.

12. Competitive examinations may be regarded as an appropriate means of ensuring impartiality in the choice of recruits to an inspection service; but, in the organization of such competitive examinations, a system of weighting should be adopted which will take due account of the importance to be attached both to the technical and practical experience of candidates and to their qualities of personality.

13. Appropriate steps should be taken to secure the training of new inspectors, after their entry into the service, to the duties which they will be called upon to perform, and their initiation in the performance of their duties under the adequate training of a senior inspector.

14. With a view to facilitating the exchange of knowledge and experience on the international plane, and thus contributing to the efficiency of national inspection services, arrangements should be encouraged for enabling the inspectors of the various countries to visit other countries and to be attached for a suitable period to the inspection services of such countries, in order that they may obtain a real insight into the methods of organization and work. It is also desirable that full advantage should be taken of such facilities as may be available through the International Labour Organization. In particular, the practice already adopted by the International Labour Office of inviting labour inspectors from various States Members to spend a probationary period at the Office is welcomed, and the hope is expressed that this practice may be maintained and extended. It is desirable that every advantage should be taken of the possibilities offered by the Agenda of each successive Session of the International Labour Conference to send members of the inspection service to those Sessions as members of the national delegation. Further, it is noted that the International Labour Office has initiated the holding of a series of Regional Conferences of representatives of labour inspection services. The Conference welcomes this step and hopes that such conferences will be held at sufficiently frequent intervals in American centres.

15. In order to ensure the competence and independence of the members of the labour inspection staff, the following principles are recommended:—

- (a) Candidates for posts in the inspection service should be selected solely on the basis of their personal competence, to the exclusion of any political or party considerations.
- (b) With due regard for existing conditions in respect of the organization of the national public service, members of the inspection service should enjoy the assurance of a permanent career in the services, with adequate facilities for promotion and the right to a pension on retirement, provided that their records of conduct and efficiency are satisfactory.
- (c) In view of the delicate and difficult nature of a labour inspector's duties, salaries should be fixed at a level which will attract suitable candidates. The level of salaries should be such that, in combination with the prospects of secure employment to which allusion has been made in the preceding subparagraph, they will offer an incentive equivalent to those that apply in the case of members of the liberal professions and holders of managerial posts in commerce and industry in each country.

16. The conference welcomes the progress that has been made in various countries in the employment of women inspectors. It urges that women inspectors should enjoy equivalent conditions in regard to pay and prospects of promotion as compared with their male colleagues.

IV. Co-operation with Employers and Workers

17. In addition to the qualities of tact, discretion, impartiality and moral uprightness which every inspector should display in his dealings with all concerned, an inspector should also conform to the following rules and standards in order to capture the confidence of employers and workers respectively:—

- (a) His technical competence should be such that he will be in a position to offer really useful technical advice and information to most employers in regard to the most suitable methods of protecting the health and safety of the workers, maintaining their morale, and thus improving their economic efficiency; and he should possess and display firmness and moral authority sufficient to convince the employer that his opinion on such technical matters is worthy of the closest attention. Under no circumstances should he accept a present or a service from any employer, worker or organization, except insofar as they may be required by law—e.g., transport facilities or accommodation in outlying centres.
- (b) In order to win the confidence of the workers, the inspector should give serious

attention to all complaints of violations of the laws, regulations and contracts of employment, in respect of which he is competent, and investigate all cases of contraventions as may be reported to him. He should treat all such reports and complaints as absolutely confidential.

18. Every inspector should endeavour to obtain the co-operation of employers and workers, of their accredited organizations, and of joint bodies, such as works safety committees, in ensuring proper enforcement of the laws and regulations in regard to which he is competent, provided that he should not delegate any part of his official authority to such persons or bodies, and that their activities should in no way infringe upon his official responsibilities.

V. Frequency and Thoroughness of Inspection

19. The Conference calls attention to the fact that no inspection service can be considered to be performing its proper function unless the work places placed under its supervision are in fact visited and thoroughly inspected at sufficiently frequent intervals. It subscribes to the standard laid down in Paragraph 18 of the Labour Inspection Recommendation, 1923, viz. that, in principle, "every establishment should be visited by an inspector for the purpose of general inspection not less frequently than once a year, in addition to any special visits that may be made for the purpose of investigating a particular complaint or for other purposes." Insofar as it may be impossible to maintain such a standard in respect of outlying work places in sparsely inhabited areas, it recommends that steps be taken to ensure that such work places are competently inspected by at least one government authority (e.g., the mines inspectorate or the department of public health) with due frequency, and that arrangements be made between the labour inspection service and such other authority in order to ensure that, so far as possible, advantage is taken of such inspection visits to verify the enforcement of labour laws and regulations and to investigate complaints in that connection.

VI. Reports on Inspection Activities

20. The Conference draws attention to the provisions of Paragraph 21 of the Labour Inspection Recommendation, 1923, to the effect that the competent central authority "should publish an annual report as soon as possible, and in any case within one year after the end of the year to which it relates, containing a general survey of the information furnished by the inspectors"; and to the provisions of Paragraph 23 of the said Recommendation concerning the information that should be supplied in such published reports. It suggests that all concerned should bear in mind, the indispensability of such publicly available information both for the purpose of ensuring the effectiveness of protective labour legislation and in order to provide a basis for confidence, both at home and abroad, in the effective enforcement of the national labour legislation.

Annex 6—Resolution Concerning Labour Inspection in Agriculture

Whereas, in many of the American States Members of the International Labour Organization, there are social and labour laws applicable to agricultural and stock-raising activities; and

Whereas, both Employers and Workers are interested in the extension of such legislation and its more effective application;

The Third Conference of American States Members of the International Labour Organization recommends that, on the basis of standards approved by the Organization Governments

should consider the extension of their systems of labour inspection to cover agricultural and stock-raising activities.

Annex 7—Resolution Concerning Constitutional Provisions for Freedom of Association

Whereas, the freedom of men and peoples in their various forms is one of the essential principles of democracy and has been and is one of the aspirations of the peoples of America;

Whereas, the fundamental liberties of man must be included in the political constitution of each country; and, as in the past, "Bills of

Rights" were embodied in the different Constitutions so in the future, social rights, among which freedom of association stands in the first rank, should likewise be secured;

The Conference therefore resolves that: The American States should guarantee freedom of association in their constitutions.

Annex 8—Resolution Concerning Freedom of Association

Whereas, the Constitution of the International Labour Organization affirms the principle of freedom of association;

The Declaration of Philadelphia proclaimed anew that freedom of association is essential to sustained progress;

The Regional Conferences of the American States Members of the International Labour Organization meeting at Santiago and Havana in several resolutions called the attention of the International Labour Organization to the necessity of ensuring the application of the principle of freedom of association; and

The recognition of the right of association is essential to the working of the International Labour Organization, which brings together in a common effort the Governments and the most representative trade organizations of employers and workers; and

Whereas, living standards, the normal functioning of the national economy and social and economic stability are dependent on a soundly organized system of industrial relations in which the interested parties have placed their trust; and

Organizations of employers and workers cannot usefully carry out their tasks unless they are granted the largest measure of independence from the public authorities; and freedom of association must be the foundation of a stable system of industrial relations.

The Conference calls the attention of the States Members of the Americas to the following

principles which seem to constitute an adequate definition of freedom of association:

(1) Employers and workers, whether public or private, without distinction of occupation, sex, colour, race, creed or nationality should be entitled to form organizations of their own choosing without previous authorization;

(2) Organizations of employers and workers should be granted full autonomy in organizing their administration and activity, in drawing up their constitution and administrative rules, and in framing their policies;

(3) Organizations of employers and workers should not be subject to dissolution by administrative orders. In those countries where forced dissolution is imposed by way of penalty for certain acts deemed illegal, the trade unions should be entitled to the full protection of the appropriate procedure;

(4) Organizations should have the right to constitute federations and confederations of trade organizations.

The formation, operation and dissolution of federations and confederations should not be subject to formalities other than those prescribed for employers' and workers' organizations;

(5) Where the acquisition of special privileges by organizations is subordinated to certain conditions of substance and of form, these conditions should not be such as to imperil freedom of association as defined above.

Annex 9—Resolution Concerning Protection of the Right to Organize and to Bargain Collectively

Whereas, the Declaration of Philadelphia proclaimed the need for the effective recognition of the right of collective bargaining; and

Whereas, it is in the interest of all the parties that conditions of employment be determined by collective bargaining; and

Whereas, collective bargaining can only be based on the due observance of the right to organize of all the interested parties and on the acceptance in good faith of the principle of collective bargaining; and

Whereas, it is therefore the duty of the State to safeguard the exercise of the right to organize and to facilitate collective bargaining by all possible means,

The Conference calls the attention of the States Members of the Americas to the following

principles which seem to provide a suitable basis for the regulation of collective bargaining.

I. Protection of the Exercise of the Right to Organize

(1) In view of the fact that the individual worker's right to organize may be placed in jeopardy by discriminatory measures directed against him at the time of hiring or during tenure of employment, the law should particularly prohibit on the part of the employer or his agents all acts designed to:—

(a) make the hiring of the worker subject to the express condition that he does not join a certain trade union or withdraws

from a trade union of which he is already a member;

- (b) prejudice or injure in any manner whatsoever a worker on account of his being a member, agent or official of a certain trade union;
- (c) dismiss a worker for the sole reason that he is a member, agent or official of a certain trade union;
- (d) in general, exert any kind of pressure upon a worker with the object of compelling him to join or not to join a certain trade union.

(2) With a view to ensuring that collective bargaining be undertaken in good faith, the law should particularly prohibit on the part of the employer or of the employers' organization or their agents, all acts designed to:—

- (a) promote the formation of trade unions controlled by the employer;
- (b) interfere in the formation or administration of a trade union, or support it by financial means or other support; except that an employer should not be prohibited from permitting workers to confer with him during working hours without loss of time or pay, and further that nothing in this section should prohibit the collection of dues.
- (c) hamper the exercise of the workers' right to form organizations, conclude collective agreements and take concerted action for the defence and protection of their interests;
- (d) refuse to recognize trade unions and to negotiate with them with a view to the conclusion of collective agreements.

It should however be understood that a clause in a collective agreement requiring compulsory membership in a certain trade union, not only as a condition precedent to employment but also as a condition of continued employment, is not barred by this resolution.

(3) Appropriate legislative measures should safeguard in each country the exercise of labour union rights and the legitimate activities of the labour leaders, particularly during the preparation, and the period of, strikes so that labour leaders may not be dismissed, prosecuted or deprived of their liberties because of their union activities.

II. *Collective Bargaining Machinery*

(1) The State should undertake to place at the disposal of the parties, agencies to secure the due observance of the right to organize as defined above.

(2) These agencies should be given exclusive power, insofar as the judicial system permits, to take cognizance of, and impose penalties for, violations of the exercise of the right to organize.

(3) The agencies should be entrusted with the authority to determine which labour organization represents a majority of the workers for collective bargaining purposes. In case of disagreement they should hold a secret ballot election and certify the union which represents the majority of those voting in the appropriate collective bargaining unit as the exclusive representative of all the employees in such unit for the purposes of collective bargaining.

Annex 10—Resolution Concerning Voluntary Conciliation and Arbitration

Whereas, the Havana Conference adopted a Resolution, No. XXIV, stressing the need to establish in all countries conciliation and arbitration agencies and to place them at the disposal of the parties for the prevention and adjustment of collective labour disputes, and

Whereas conciliation and arbitration machinery set up by agreement of the parties concerned is generally considered to be the most suitable means of reaching an agreement; and

Whereas in the absence of contractual machinery or in the event of its failure to function successfully, the State should place at the disposal of the parties official machinery for voluntary conciliation and arbitration,

The Conference calls the attention of the States Members of the Americas, to the following principles which it considers should be the basis of any system for the voluntary adjustment of collective labour disputes.

I. *Voluntary Conciliation*

(1) Conciliation agencies should be established on a permanent basis in all parts of the country and should be in sufficiently large numbers to assist the parties whenever a labour dispute becomes imminent.

(2) In those countries which have a formal conciliation machinery and where the agencies operate on a group basis, they should be tripartite in character. Labour organizations concerned in a dispute should be permitted to intervene in all stages of the proceedings.

(3) Conciliation procedures should be free of charge and expeditious. The delays for the

appearance of the parties and the hearings of the evidence should be fixed in advance and reduced to a minimum.

(4) Recourse to conciliation procedures should be voluntary, but, once a dispute has been submitted to a conciliation agency by consent of all the parties concerned, the parties should agree to refrain from strike or lockout while conciliation is in progress.

(5) The parties should be free to accept or reject the recommendation of the conciliation agencies. But once a recommendation has been accepted, it should be binding on the parties.

(6) Agreements arrived at by the parties in the course of the proceedings as well as recommendations of the conciliation agencies that are accepted by the parties should legally have the same force as voluntarily concluded collective agreements.

II. *Voluntary Arbitration*

(1) There should be instituted voluntary arbitration machinery which may be resorted to either before or after conciliation procedures.

(2) Recourse to arbitration should be voluntary. But once a dispute has been submitted to arbitration by consent of all the parties concerned, the parties should agree to accept the award.

(3) Arbitration awards should have the same legal force as collective agreements voluntarily agreed to by the parties.

Annex 11—Resolution Concerning the Validity of Collective Agreements

Whereas collective agreements constitute the most appropriate means for the regulation of wages and other conditions of employment and the parties to such agreements must be entirely free to determine their substance, scope and duration; and

Whereas machinery should be provided to ensure that the provisions of a voluntarily concluded collective agreement are duly observed by all the employers and workers engaged in undertakings, occupations or industries covered by the collective agreement,

The Conference calls the attention of the States Members of the Americas to the following principle which should serve as a guide for the future elaboration of national laws and regulations respecting the validity of collective agreements.

The provisions of the collective agreements should be applicable to all the workers in the appropriate collective bargaining unit in the undertaking or undertakings even though they are not members of the organization which concluded the agreement.

Annex 12—Resolution Concerning the Extension of Collective Agreements

Whereas the employers and workers who accept in good faith the principle of collective bargaining should be protected against the adverse effect of unfair competition in regard to the regulation of conditions of work, and

The extension of collective agreements to certain minorities appears to be the most appropriate means to ensure stability in the regulation of conditions of work as established by collective agreements; and

The interest of such minorities must be duly safeguarded,

The Conference calls the attention of the States Members of the Americas where extension of collective agreements is or may be provided for by national laws or regulations, to the following principles and conditions which should be at the basis of national laws and regulations:—

(1) The collective agreements should be made applicable only to the employers and workers

who operate within the industrial or territorial scope of the agreement as determined by the contracting parties.

(2) Only those collective agreements which have been voluntarily agreed to and which bind the majority of the workers and the majority of the employers (who must also employ the majority of the workers), may be the subject of the legal extension.

(3) The employers and workers who may be brought under the provisions of the collective agreement must be previously consulted and authorized to submit their observations and objections.

(4) The extension of a collective agreement should only be effected if the competent authority is satisfied that the employers to be brought under its provisions are in a position to enforce the conditions of employment stipulated in the agreement without endangering the economic existence of the undertakings.

Annex 13—Resolution Concerning Wage Policy

Whereas the economic prosperity of a nation is dependent upon its production of wealth in all forms; and

Economic demand for wealth-production is dependent upon the capacity of the people to use and consume such wealth; and

The consumption of wealth is dependent upon the wages paid, such wages constituting the measure of economic prosperity and the purchasing power of the people; now

The Third Regional Conference of the American States Members of the I.L.O. therefore Resolves:

(1) That as a matter of basic, economic self-interest, the principle of the highest possible real wages, in order to establish, raise and maintain buying power, is recognized and endorsed in behalf of the economic interest of both employer who develops and wage earner who produces;

(2) That this principle of high real wages and high buying power, together with the effort to put it in practice, establishes a basis for greater production by reducing labour strife to a minimum.

Annex 14—Resolution Concerning Equal Pay for Equal Work

Whereas the idea of democracy, the ideal for which all the peoples of America are struggling, has as its fundamental principles the liberty and equality of all men;

Whereas the idea of democracy requires that men receive the same treatment when the same conditions obtain, a situation which may be expressed in the general principle of equality before the law;

Whereas, if these principles are to be enforced it is indispensable that workers should receive the same treatment when they are in identical conditions—a situation which may in turn be expressed in the principle of equal pay for equal work;

Whereas the principle of equal pay for equal work was recognized in the Treaty of Versailles

as one of the immediate objectives of the International Labour Organization;

Whereas the States Members of the Americas should take the steps calculated to secure application of this principle;

Whereas the Committee on Industrial Relations has resolved that differences of race, colour, creed, sex or nationality may not be used as ground of discrimination between workers;

The Third Conference of the States Members of the Americas resolves that:

For work of equal value, equal pay should be required, without distinction of race, colour, creed, sex or nationality.

Annex 15—Resolution Concerning Stability of Employment

Whereas to secure greater harmony between workers and employers, it is necessary that the principle of good faith should govern industrial relations;

Whereas labour is the source of income of the workers, and they are naturally concerned about the danger of unemployment;

Whereas, in order that workers may look forward calmly to the future and engage with efficiency and satisfaction in the work which they perform in any establishment, they need the guarantee that, provided their services are satisfactory and contribute to the success of production, they will not be dismissed by their employers;

Whereas arbitrary dismissal of workers helps to give rise to a spirit of uneasiness and dissatisfaction which deprives the worker of all interest in the success of the undertaking he serves;

Whereas stability of employment of workers gradually establishes certain rights—of promotion, wage bonuses, old age pensions, etc.;

Whereas it is unjust that workers should be exposed to the loss of their legitimately acquired rights;

The Third Regional Conference of the States Members of the Americas resolves that:

States should adopt measures calculated to secure stability of employment for the workers.

Annex 16—Resolution Concerning the Placing of the Question of Industrial Relations on the Agenda of Early Sessions of the Regional Labour Conference and of the International Labour Conference

Whereas the Third Regional Conference of the American States Members of the I.L.O. has adopted a certain number of Resolutions determining certain principles which should be at the basis of the regulations of collective labour relations;

Whereas the problem of industrial relations is of equal importance in all parts of the world;

The Conference requests the Governing Body to place the question of industrial relations on the agenda of early sessions of other Regional Conferences and of early sessions of the International Labour Conference.

Annex 17—Resolution Concerning Collaboration between the Public Authorities and the Employers' and Workers' Organizations

Whereas the New York Conference (1941) has recognized the universal and permanent value for all States of the effective collaboration between the public authorities and the employers' and workers' organizations, and has requested the Governing Body of the International Labour Office to place the question of the methods of collaboration on the agenda of an early session of the Conference;

Whereas, in the Declaration of Philadelphia, the Conference recognizes the solemn obligation of the International Labour Organization to further among the nations of the world programs which will achieve among other objectives:—

the co-operation of management and labour in the continuous improvement of productive efficiency and the collaboration of workers and employers in the preparation and application of social and economic measures;

Whereas reconversion from a war economy to a peace economy, the reconversion of the countries devastated by the war, and the industrialization of the countries which are economically less developed, require a sustained and concerted effort on the part of the Governments and the organizations of employers and workers;

Whereas a large number of States have in fact resorted to co-operation with employers' and workers' organizations for the furthering of their programs of reconversion, industrialization or reconstruction;

The Third Regional Conference of American States Members of the I.L.O. requests the Governing Body to entrust the Office with the task of making an enquiry into the methods of collaboration in the different countries with a view to placing that question on the agenda of an early session of the Conference.

Annex 18—Resolution Concerning Industrialization

Whereas the industrialization of Latin-American countries is indispensable to the attainment of higher standards of living, a better equilibrium in economic structures, increased international trade, and at the same time, greater economic independence, and

Whereas the Declaration of Philadelphia imposes on the International Labour Organization the obligation to further among the nations of the world programs which will achieve rising standards of living,

The Third Conference of the American States Members of the International Labour Organization

Resolves:—

(1) To recommend that the Governing Body call to the attention of the Economic and Social Council of the United Nations the desirability of studying in the near future, in co-operation with the International Labour Organization and other interested bodies such as the International Bank for Reconstruction and Development and the Food and Agriculture Organization, the most efficient methods of facilitating the process of harmonious industrialization of the Latin-American countries which is an indispensable basis for their social welfare; and

(2) To recommend that the Governing Body transmit to the Social and Economic Council of the United Nations, Chapter I of the Director's Report to this Conference which constitutes a valuable guide for the study of industrialization and discusses the different measures which are considered appropriate and adequate to achieve industrialization, such as public and private investment and credits, development of natural resources, and an adequate system of customs tariffs, and

(3) To recommend that the Governing Body transmit also to the Social and Economic Council of the United Nations the Resolutions and the Record of Proceedings of this Conference, which contain valuable statements by many delegates relative to the peculiar problems of the economic structure of their respective countries and ways and means desirable for the achievement of industrialization under varying conditions.

Annex 19—Resolution Concerning Inflation

Whereas inflationary tendencies are at work in many countries of the world which, if unchecked, will bring down real wages and lower the standard of living, and

Whereas it is desirable that the State take prompt and effective measures to prevent hoarding and check speculation, to increase production and to bring about a proper relationship between wages and salaries and commodity prices.

The Third Conference of the American States Members of the International Labour Organization

Resolves:—

(1) That the Government delegates present at this Conference be requested to

bring to the attention of their Governments the chapter of the Director's Report which contain an interesting description of the methods used in different countries, under varying conditions, to check inflationary tendencies which result in reducing standards of living;

(2) That the Governing Body be requested to take adequate measures to continue the study of this problem in collaboration with the other competent international organizations and report on the results obtained to the next International Labour Conference.

Annex 20—Resolution Concerning Statistics

Whereas the development and standardization of labour statistics, a task in which the International Labour Office has accomplished one of its most important efforts, is of urgent necessity in gaining knowledge of the social reality in each country;

Whereas without this knowledge the possibilities of facing and solving with certainty the economic and social problems of the post-war period are limited, as well as those of co-ordinating internationally the action of the countries Members of the International Labour Organization;

Whereas the Second Conference of American States Members of the International Labour Organization, held in Havana in 1939, adopted a resolution requesting the International Labour Office to carry out its work on this matter with particular regard to the American countries; and

Whereas the development of the methods employed in labour statistics and their standardization should agree with that of other economic and social statistics or statistics of a general character such as population, agricultural and industrial censuses, a field in which the Inter-American Statistical Institute has done important work on this Continent, the

Third Conference of American States Members of the International Labour Organization

Resolves:—

(1) To request the Governing Body to bring to the attention of the International Labour Office the desirability:—

(a) of intensifying the development of labour statistics and their international standardization;

(b) of carrying out, for statistical purposes, a technical classification of manufacturing industries with a view to distinguishing the principal factors and elements which make up their various branches;

(c) of requesting the co-operation of the Inter-American Statistical Institute and other competent international organizations, with a view to achieving these aims.

(2) To recommend to the Governments of the American States Members of the International Labour Organization which have not yet ratified the Convention concerning statistics of wages and hours of work of 1938, that they should do so as soon as possible.

Annex 21—Resolution Concerning Industrialization and Vocational Training

Having heard the delegations of the American Countries represented in the Vocational Training Committee of the Conference concerning the problem of vocational training, who are in agreement with the thought and doctrine expressed by the delegates taking part in the plenary sittings of the Conference, and considering the necessity of incorporating these opinions in precise terms which can influence

the future legislation of the States Members of the International Labour Organization;

The Third Conference of the American States Members of the International Labour Organization

Resolves:—

(1) To declare that, in order to obtain the economic and social improvement of the population, it is urgently necessary to

promote, on a basis of technical and vocational organization, industrial development in each of the regions or zones which have not yet begun their industrialization, with a view to giving the populations, by means of adequate vocational training, the skills needed to produce more than is necessary to meet their minimum requirements and those of their families, in order to raise constantly their economic and social standards;

(2) To recommend, that, for this purpose, each State study through its technical organizations the specific possibilities of development of each region or zone, to stimulate industrial and agricultural production; and

(3) To recommend the exchange of students and technicians by means of reciprocal grants or scholarships for training and refresher courses.

Annex 22—Resolution Concerning the Ratification of the Instrument for the Amendment of the Constitution of the International Labour Organization

Whereas, the International Labour Conference adopted in Paris, on November 5, 1945, a resolution drawing attention to the importance of prompt ratification of the Instrument for the Amendment of the Constitution of the International Labour Organization, adopted on the same date, as a necessary preliminary to the fuller consideration of constitutional questions at the next session of the Conference:

The Third Conference of American States Members of the International Labour Organization:

Urges all Governments represented at the present Conference to take the necessary measures at the earliest possible date to ensure that the Instrument will have been ratified by all Members before the opening of the next general session of the Conference.

Annex 23—Resolution Concerning the Readmission to the International Labour Organization of the American States which are not Members

Whereas, four American States are not active Members of the International Labour Organization;

Whereas, it is a duty of continental solidarity to seek the co-operation of all the American States within the International Labour Organization in order to secure a concerted and effective effort in favour of social justice;

Whereas, the fact that some of these States, not active Members of the International Labour Organization, have participated as observers in recent sessions of the International Labour Conference and in the present Labour Conference of American States Members of the International Labour Organization, shows their interest and desire to collaborate in the work of the Organization;

Whereas, the 26th session of the International Labour Conference held in Philadelphia in 1944

adopted a resolution expressing the keen desire of the Organization that all the American States should be represented in the International Labour Organization;

The Third Labour Conference of the American States Members of the International Labour Organization:

(1) Expresses its desire that El Salvador, Honduras, Nicaragua and Paraguay should become Members of the International Labour Organization.

(2) Recommends the Governing Body to invite these countries to join the International Labour Organization and to take steps to secure their admission at an early date, in order that, at the next session of the International Labour Conference, which will take place in Montreal in September 1946, all countries of the American Continent will be represented as Members.

Annex 24—Resolution Concerning the Organization of National Labour Conferences

Whereas, for the convenient solution of the economic and social problems which the International Labour Organization is considering, direct contact between the people and their Governments is necessary in order that the conclusions reached in this way may serve as a basis for the studies which the International Labour Organization may undertake with a view to proposing common solutions for adoption by the States Members of the Organization;

Whereas, National Labour Conferences have been held in various countries with a great deal of success and this example might usefully be followed in other countries;

The Third Conference of American States Members of the International Labour Organization recommends:

(1) That the States Members of the International Labour Organization should encourage

the holding of National Labour Conferences in which properly designated representatives of workers and employers may participate together with the Government, that is, tripartite Conferences;

(2) That the States Members of the International Labour Organization should communicate to the International Labour Office the dates of the meetings of such Conferences in order that the Organization may be represented;

(3) That the States in which such Conferences are held should in each case print a report of the proceedings and send a copy to the International Labour Office;

(4) That at future Regional Conferences the International Labour Office should present information derived from these reports, together with relevant recommendations.

Annex 25—Resolution Concerning the Situation of Professional Workers

Whereas, the majority of professional workers and teaching staff are in a special situation since they are neither workers nor employers:

The Third Conference of American States Members of the International Labour Organization:

Requests the Governing Body of the International Labour Office to consider the most ap-

propriate method for completing and bringing up to date the studies already undertaken by the Office with regard to the conditions of work of professional workers and teaching staff, in order to submit to the International Labour Conference the various aspects of the problem according to the progress realized in the above-mentioned studies.

Annex 26—Resolution Concerning Discrimination

At the request of the Workers', Employers' and Government delegates of the Republic of Panama;

Realizing that discrimination based upon race, colour, creed, sex or national origin is repugnant to the principles embodied in the Declaration of Philadelphia, the Act of Chapultepec and Recommendations adopted by the International Labour Conference;

Realizing that the American States Members of the International Labour Organization subscribe to the principle that "all human beings, irrespective of race, colour or sex, have the right to pursue both their material well-being and their spiritual development in conditions of freedom and dignity, of economic security and equal opportunity"; and

Realizing, nevertheless, that it will require the determined effort of Governments, employers and workers of each Member country to translate these high principles into actual effect:

The Third Conference of American States Members of the International Labour Organization calls upon all Member Governments and the people who compose such Governments to—

(1) Aim effectively to establish the principles of equal treatment and equal wages for work of

equal value in the same operation and undertaking, and to prevent unjust discrimination directed against workers by reason of their race, colour, creed, sex or national origin in respect of wage rates and other conditions of labour;

(2) Take all practicable measures to lessen any existing differences in wage rates and conditions which are due to discrimination by reason of race, colour, creed, sex or national origin by raising the rates and improving the treatment applicable to the lower paid workers;

(3) Recognize that reasonable allowances for personal or family expenses may be made to workers engaged for employment from distant countries, to compensate for the added cost and inconveniences of such employment; and

Recommends that wherever allegations are made of discrimination in one country against the nationals of another, as set forth in paragraph (1), the Member Governments concerned should, through the medium of joint committees or other suitable agencies, study the facts and recommend remedial action; and

Requests the Governing Body of the International Labour Office to make the services of the Organization available in such situations whenever the Governments concerned jointly request its assistance.

Annex 27—Resolution Concerning the Extension of the Services of the International Labour Office in Relation to American Countries

Whereas, the development and importance of social problems in America makes it necessary to endow the International Labour Office with more appropriate means of action for the study of such problems;

The Third Conference of American States Members of the International Labour Organization requests the Governing Body to consider the advisability of establishing as soon as circumstances permit:

- (1) A regional branch office in Latin America similar to those which exist in Washington and London;
- (2) Correspondents' offices in those American countries Members of the Organization in which no correspondents have so far been appointed;
- (3) A service entrusted with the task of studying within the Office the economic problems of Latin America.

Annex 28—Resolution Concerning Training within Industry

Whereas, some of the United Nations during the last world war developed a new training technique, known by the name of "training within industry", which has demonstrated its unquestioned effectiveness and has already, to some extent, been applied with success in a few Latin-American countries;

The Third Conference of American States Members of the International Labour Organization:

Requests the Governing Body of the International Labour Office to consider the possibility of placing the question of "training within industry" on the agenda of an early session of the International Labour Conference.

Annex 29—Resolution Concerning Migration

The Third Labour Conference of American States Members of the International Labour Organization:

Attaches great importance to the systematic organization of migration with a view to assist-

ing the agricultural and industrial development of the American countries;

Supports the resolution of the 26th Session of the International Labour Conference, held at Philadelphia in April-May 1944, to the effect

(a) that the United Nations should encourage by appropriate measures, with adequate safeguards for all concerned, the orderly migration of labour and settlers in accordance with the economic needs and social conditions prevailing in the various countries, and (b) that an enquiry should be made by a commission appointed by the Governing Body of the International Labour Office as to the means necessary to protect the interests of labour both against barriers which prevent migration from areas of limited resources and also against the lowering of labour standards that might result from immigration at a rate exceeding the capacity of the receiving country to absorb immigrants:

Believes that the unilateral regulation of migration should be supplemented by bilateral multilateral agreements;

Notes with great interest the chapter on "Migration" in the Director's Report to the present Conference, including particularly the information on the international action that has already been undertaken and that may be

undertaken in the future and the speeches made in the discussion of the Report in the Conference.

Urges all American Members of the International Labour Organization to give urgent consideration to the possibility of ratifying the Draft Convention and of applying the Recommendation concerning the recruitment, placing and conditions of labour of migrants for employment adopted by the International Labour Conference in 1939;

Notes that the Governing Body of the International Labour Office has decided to convene the Permanent Migration Committee as soon as circumstances permit for the consideration of future prospects of migration, forms of international co-operation suitable for facilitating the organized resumption of migration movements, and racial discrimination in respect of migration; and

Requests the Governing Body to fix the date of the meeting at the earliest possible moment and suggests that it should add to the Committee's agenda the question of the technical selection of migrants.

Annex 30—Resolution Concerning Indigenous Populations

The Third Conference of the American States Members of the International Labour Organization:—

Having taken note of the Acting Director's Report and of the draft resolutions embodied in the Report of the Sub-Committee on problems of indigenous populations;

Finding it impossible at this stage to come to definite conclusions as regards the numerous and valuable suggestions contained therein;

Convinced, however, that these suggestions can be regarded as a useful basis for the further study of the problems of indigenous populations;

Recommends to the Governing Body of the International Labour Office that it should establish a Committee of experts on social problems of the indigenous populations of the world;

And decides to transmit to the Governing Body of the International Labour Office, for subsequent communication to the proposed committee of experts, as a basis for its studies, the Director's Report and the draft resolutions embodied in the report of the sub-committee on the problems of indigenous populations.

(The Conference left it to the Office to add a further paragraph to the effect that the Committee of experts on social problems of the indigenous populations, to be set up by the Governing Body, should be asked to present to the next Conference of American States Members of the International Labour Organization, a report on the situation of the indigenous populations of the American Continent.)

The draft resolutions embodied in the Report of the Sub-Committee of the Resolutions' Committee on Indigenous Populations to which the above resolution refers, are as follows:—

(1) *Draft Resolution Submitted by the Mexican Workers' Delegate*

The Third Labour Conference of the American States declares its adherence to the conclusions of the First Inter-American Congress of Indian Affairs, held in the city of Pátzcuaro, in the Republic of Mexico, in April 1940.

Whereas labour law is only the formal expression of social legislation, and this law considers as a worker any person subject to another through economic dependency, the International Labour Office should take interest in the situation of industrial workers as well as the situation of rural workers, independently of the legal forms which the economic relation of rural workers may take in respect to those who profit by their work.

The Third Labour Conference of American States declares that it is just and necessary to incorporate in the appropriate manner in the different countries, the relations of rural and Indian workers with persons or institutions which profit by their services, in the general labour legislation of the various American nations as one of the most effective means of raising the standard of living of the large masses of rural workers.

In order to stimulate the development of social legislation to protect rural workers, particularly the Indian workers, which form a high proportion of the population of most nations of the American continent, the International Labour Office should convene opportunely a regional conference of the Latin-American countries to study particularly the social and labour union conditions of the rural and Indian workers of Latin America.

In order to prepare the regional conference dedicated to the problem of the rural Indian workers of Latin America, the International Labour Office should make a comprehensive and detailed survey of the situation of the Indian and rural workers, formulating the conclusions to be drawn objectively from such investigation.

(2) *Draft Resolution Submitted by the Mexican Government Delegates*

1. This resolution includes every inhabitant of whatever country of America, if a native of it and backward in his living conditions.

2. The Indian problem is an economic, social and political problem, with the education, moral and ethnic factors being parts of it.

3. The legal régime of indigenous peoples ought to be the same as that of the rest of the inhabitants of the country. All legislative acts that, in practice, subject the indigenous peoples to the tutelage of the state ought to be considered discriminatory.

4. All the measures to improve the indigenous populations ought to be directed to increasing intermarriage, that is to say, to making more frequent and possible the marriage of the indigenous with the mixed and with the white populations, but recognizing as the base of these intermarriages the domestic group.

5. All legislative measures of an economic and cultural nature that will result in the improvement of the indigenous population ought to be adopted by the States with large populations of this type or extended to these peoples. Of this type one may mention agricultural legislation which has as its object the restoring of the land to the indigenous peoples from which it has been taken; giving land to indigenous peoples and rural workers when they need it; subdivision of the large estates and their use in order to make a just distribution of the land and better utilization of natural resources, and labour legislation which ought to be extended to the land workers.

6. Creation of the most elementary services of social security for the indigenous peoples.

7. The population of each country has the duty of collaborating with the State in the improvement of the living conditions of the indigenous peoples; therefore, it is recommended to the States that possess a high percentage of Indian peoples, to study the types of law that apply to their social and economic conditions and ought to be adopted, and that have as an aim the frank co-operation of the population in the solution of the Indian problem. The study of Mexican illiteracy now in force, of the Mexican law of enforced military service and, especially, the method by which this law helps in forming regiments of indigenous peoples, and of the bill now being studied by the Mexican Government concerning the training of the indigenous peoples, is recommended.

8. The establishment of an office with a specialized staff in each country with a large Indian population is recommended in order to study the problems of the indigenous groups, to recommend solutions of these problems, to survey and note the results of the improvements that are applied, and to be alert to the necessities, problems, and living conditions of the indigenous peoples in general, but principally of those under observation.

9. The States Members of the Organization should communicate their experiences to the International Labour Office and to the other American Governments and to the Inter-American Institute on Indian Affairs.

(3) *Draft Resolution submitted by the Bolivian Government and Workers' Delegates*

Whereas the execution of the plans of industrialization in the American countries will

make it necessary to supply modern mechanical implements for agricultural work;

Whereas, as an effect of the mechanization of agriculture, the displacement of a part of the Indian population of the rural areas is probable;

Whereas, simultaneously, the new industrial activities of urban centres will increasingly need the co-operation of the labour force;

The Sub-Committee on Indian Populations agrees to request the Third International Labour Conference to recommend to the American States Members of the International Labour Organization:

1. To include in the industrialization plans of the American States, measures tending to maximize the gains from agricultural work;

2. To establish with the necessary forethought the most practical methods of training displaced rural workers, giving them elementary technical skill which will facilitate their absorption into urban industrial activity.

(4) *Draft Resolution submitted by the Bolivian Government and Workers' Delegates*

Whereas there have existed ideological prejudices and sentimental customs concerning the American Indian since colonial days:

Whereas these prejudices and customs were created by the system of slavery and the desire for profit which characterized the conquest and foreign exploitation;

Whereas in spite of the legislation establishing equality of status which is in force in the American countries, the really inferior status of the Indian cannot be denied; this inferior status is an anomalous factor considering the modern tendency to incorporate him in the national communities on an equal footing with the white population;

The Sub-Committee on Indigenous Affairs agrees to request the Third Regional Labour Conference to recommend to the Governments of the American States Members of the International Labour Organization:

1. To organize and carry out, by all educational means at their disposal, an efficient campaign against all discrimination against the Indians.

2. To see to it, in particular, that this campaign is carried on in public educational institutions, so as to plant firmly in the mind of the new generations the concept of the complete and natural equality of the Indian and the white man.

3. To develop by adequate methods the knowledge of the spiritual value, intellectual capacity, and the high place in the human hierarchy of the individual Indian role

(5) *Draft Resolution submitted by the Sub-Committee*

Whereas the carrying out of industrialization plans in the American countries will make it necessary to supply modern mechanical implements for agricultural work;

Whereas because of the mechanization of agriculture, a displacement of part of the rural Indian population is to be foreseen;

Whereas, simultaneously, the new industrial activities situated in urban centres will require the constantly growing co-operation of the labour force;

The Sub-Committee on Indigenous Affairs agrees to request the Third Regional Labour Conference to recommend to the Governments

of American States Members of the International Labour Organization:

1. To include in the industrialization plans of the American countries measures designed to take advantage of the excess manpower available in rural areas.

2. To establish with the necessary foresight the most practical means to equip rural workers, who have been displaced from the fields, with technical knowledge even if elementary, to facilitate their absorption in urban industrial activity.

(6) *Draft Resolution Submitted by the Guatemalan Government Delegation*

Whereas it is a duty of the American States to face the Indian problem, and to realize that large masses of the Indians are dispossessed of workable land suitable for agriculture, thus making them an easy prey to exploitation;

Whereas, as a consequence of the above, a sound policy of "subjecting the land to the Indian" and not of subjecting the Indian to the land is desirable, under which a program of improving the economy of the people would be realized and the attainment of social justice would follow;

Therefore:

It is recommended to the American States represented at the Third Regional Labour Conference:

(1) to lay down adequate measures for setting up technical agencies to study the best means of solving the problem of land distribution;

(2) to pass effective legislation, based on the above, to "subject the land to the Indian";

(3) to prescribe practical methods for making rural credit facilities available to Indians; and

(4) to agree on measures to liberate the Indian from his customary methods of cultivation, thus making possible the mechanization of his work.

(7) *Draft Resolution submitted by the Peruvian Workers' Delegate*

Having become acquainted with the history of the origin of the soil and knowing that man, when he came into this world, did not come with priority rights making him the exclusive owner of it;

Whereas the urgency of contributing to national progress by a change in the feudal traditions which to this day govern property and the exploitation of the soil is thereby shown:

The Sub-Committee on Indian Populations considers useful:

(1) The revision of the original titles to property of the large estates.

(2) The right to property being thus legalized, the estates deprived of their legal titles would pass to the State to be distributed in the interests of the rural classes and indigenous communities which are in a position to possess them in the interest of the whole;

(3) In the case where no lands are found in the situation indicated above, the State should expropriate such lands as it deems convenient paying to the owners a price based on the respective taxes paid.

(4) To fix a limit to the extension of private property in order to combat and avoid the existence or creation of future large estates.

(5) To declare as property of the State all the lands belonging to private individuals who have not cultivated them.

(6) For the Governments to develop as a preliminary and effective policy of irrigation and of increasing the live stock with a view to ensuring a supply of the populations and of the large centres of industrial activity.

(7) To establish schools for the teaching of agricultural and industrial techniques in all spheres.

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